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MINUTES OF THE MEETING OF THE BOARD OF REGENTS
Murray State University
February 2, 1991

The Board of Regents of Murray State University met February 2, 1991, in quarterly session in the Board of Regents Room, Wells Hall, Murray State University. The meeting was called to order at 9:15 a.m., C.D.T., by Chairman Kerry B. Harvey. Regent Billy Hurt gave the invocation.

Upon roll call, the following were present: Mr. C. Dean Akridge; Mr. J. Eddie Allen; Dr. James W. Hammack, Jr.; Mr. Kerry B. Harvey; Dr. Billy G. Hurt; Mr. M. Randy Hutchinson; Mr. Willie R. Kendrick; and Mr. Thomas R. Sanders. Absent: Mr. Robert C. Carter and Mrs. Virginia N. Strohecker. The Chairman stated a quorum was present to conduct business.

Present for the meeting were Dr. Ronald J. Kurth, President of the University; Dr. James L. Booth, Provost and Vice President for Academic and Student Affairs; Mrs. Sandra M. Rogers, Secretary of the Board; Mr. Tom Denton, Treasurer; Mr. Ed West, Interim Coordinator of University Relations and Administrative Services; General Counsel James Overby; Dr. Anita Lawson, Assistant to the President for Institutional Planning and Research; Mr. Jeff Green, President, MSU Alumni Executive Council; staff members; members of the news media, and visitors.

Agenda

The following agenda was presented for the meeting:

AGENDA
MEETING OF THE BOARD OF REGENTS
MURRAY STATE UNIVERSITY
February 2, 1991
9:00 a.m.

1. Roll Call
2. Minutes of the Meetings of the Board of Regents held October 19, November 10, and November 17, 1990
3. Report of the President Dr. Kurth
4. Report of the Chairman Mr. Harvey
5. Report of the Treasurer Mr. Denton
(Financial and Investment Reports for
July 1, 1990 -- December 31, 1990)
6. Report of the Alumni Association Mr. Green
7. Personnel Changes Dr. Kurth
 - A. Salary Roster effective January 1, 1991
 - B. Resignations/Terminations for period August 1 -
December 31, 1990
 - C. New Employment for period August 1 -
December 31, 1990
 - D. Leaves of Absence without Pay
 - E. Recommendation on Chair of the Department
of Computer Studies
8. Committee Reports/Recommendations
 - A. Academic Affairs Mr. Akridge
 - 1) Agreement with Kansai University of
Foreign Studies, Osaka, Japan
 - 2) Renewal of Agreements with the University
College of Southern Queensland, Toowoomba,
Australia

- B. Athletic Mr. Sanders
 - 1) Special Events Center Funding Status
 - 2) Athletic Program Breakdown by Sport
- C. Buildings and Grounds Dr. Hurt
 - 1) Capital Construction Status Report
 - 2) Maintenance and Capital Projects -- Fiscal Year 1991-92
 - 3) Property Acquisition Report
- D. Development/Investments Dr. Hurt
- E. Faculty/Staff Affairs Mrs. Strohecker
 - 1) Update on Comp Time, Sick Days and Spring Vacation
- F. Finance/Audit Mrs. Strohecker
 - 1) Expenditure of Funds for Maintenance and Capital Projects for FY 1991-92
 - 2) 1991-92 Budget Preparation Guidelines
 - 3) Property Acquisition Report
 - 4) Renewal of Coopers and Lybrand Contract
- G. Student Life Mr. Allen
 - 1) Discussion on Handicapped Accessibility
- H. Governmental Relations Mr. Harvey
- 9. Revision in the Grievance Policy of the Affirmative Action Plan Dr. Kurth
- 10. Information Dr. Kurth

Minutes of the Meeting of the Board of Regents held on October 19, November 10, and November 17, 1991, Approved

Mr. Akridge moved that the Minutes of the Board meeting held on October 19, November 10, and November 17, 1991, be approved as received. Mr. Sanders seconded, and the motion carried.

Report of the President

President Kurth encouraged the Board to read the written report included in their packets.

(See Attachment #1)

Highlights of his report included:

1. Enrollment

Enrollment figures for the 1991 spring semester will not be final for several weeks, but all indications are that total headcount enrollment is up about 9 percent over spring semester of last year. On Day 11, total headcount enrollment was 7,276, and additional registrations will take place. All-time records for spring semester 1991 are projected in the categories of full-time graduate enrollment, total credit hours, and F.T.E. In spite of a smaller group of 18-year-olds in our service region, increases in non-traditional students and transfers from community colleges continue to give Murray State higher enrollments than projected previously.

2. Council on Higher Education

The Kentucky Council on Higher Education met on January 14, 1991, at Morehead State University. Among other business, the CHE approved revisions in the policy which determines residency requirements for admission and tuition assessment purposes, adopted a policy which will allow international students participating in exchange programs to be charged in-state tuition, and registered new programs at Hazard Community College and Eastern Kentucky University. The CHE also heard a report from the Agricultural Advisory Committee, which includes Dr. Jim Davis, Chairman of the Murray State Department of Agriculture. Other discussion included study of the latest draft of the CHE Strategic Plan.

3. Work in Support of Kentucky Education Reform Act (KERA) and House Joint Resolution (HJR) 54

On January 24, 1991, the President attended a meeting of the HJR 54 Steering Committee, a group made up of University Presidents and CHE representatives. The Steering Committee has been organized by the CHE to determine the system-wide response to HJR 54, which sets forth the expectation that the universities will assist the school districts in implementing the KERA. The Steering Committee approved principles and issues drafted by the HJR Study Committee. Murray State University has submitted to the CHE a report of specific University activities in support of the KERA.

4. Update on Special Events Center

Several meetings and initiatives since early October have brought about significant progress toward Murray State's planned Special Events Center. On October 4, 1990, President Kurth, Board of Regents Chairman Kerry Harvey, and Interim Coordinator of University Relations and Administrative Services Ed West talked with Kentucky Secretary of Finance and Administration L. Rogers Wells, Jr., and other officials about flexibility available to MSU in planning the facility under state guidelines for utilizing the \$10 million allocation provided by the 1990 General Assembly. The meeting concluded with a commitment from the state to provide for an architectural and engineering study of the new building to determine what the \$10 million allocation will provide. That study has been forwarded to Peck, Flannery, Gream and Warren, Inc., of Paducah, Kentucky.

A short-term campaign to raise additional dollars for the Special Events Center was announced at a campus news conference on December 10, 1990, the largest fund-raising campaign in the University's history. Four gifts totaling more than \$250,000 were announced at the conference. Donors recognized included Mr. Harry Crisp, Chief Executive Officer of the Pepsi-Cola Bottling Company, Marion, Illinois; Mr. Joe Dick, President, Bank of Murray; Mr. Harold Doran, President, Peoples Bank of Murray; and Ms. Anne Adams, Executive Director, Murray Tourism Commission. The campaign is seeking additional gifts from private donors to augment the current state appropriation of \$10 million.

On December 18, 1990, President Kurth met with Governor Wallace Wilkinson and Secretary L. Rogers Wells, Jr. Discussions with the Governor included Murray State University's plans for the Special Events Center, and the Governor is supportive of MSU's fund-raising campaign and is sensitive to the needs of the community for a Special Events Center of quality. President Kurth met again with Governor Wilkinson on January 15, 1991, and with the Secretary of the Finance and Administration Cabinet on the same day.

5. Fund Raising

Director of Development Chuck Ward reports that 1990 was the first \$2 million dollar year for the Office of Development. The number one priority for the Office of Development during 1991 will be the Special Events Center.

6. Comparative College Costs

Figures on average costs across the nation in 1990-91 which were recently released by the College Board indicate that Murray State University students continue to enjoy a bargain. Murray State costs are below both the national and the southern region average for four-year public institutions.

7. Search Updates

Three candidates for the Vice President for University Relations and Administrative Services position visited the Murray State campus in November and December. The candidates, who include Dr. Gary Shepherd, Vice President for Community Services, Vincennes University, Vincennes, Indiana; Mr. Neil Smith, Vice Chancellor for Administrative Services, University of Missouri-Rolla, Rolla, Missouri; and Mr. Don Kassing, Vice President for Development and Public Affairs, Western State College, Gunnison, Colorado, met with members of the Murray community at a reception before joining some of the Regents at dinner. While on campus, each of the candidates met with the Deans Council and University Relations and Administrative Services Directors. The campus community was given the opportunity to meet the candidates through open forums scheduled during each visit. A Presidential review of the candidates is currently taking place, and a recommendation will be made to the Board about the position soon.

The Search Committee for the Director of Affirmative Action position has met to begin the screening process. Forty-seven candidates have indicated interest in the position. The Committee expects to forward six to eight names to the President during the month of February. From these, three or four will probably be selected to bring to campus for interviews.

A search will be organized soon for the new position of Associate Vice President for Student Affairs. This individual will report to the Provost and Vice President for Academic and Student Affairs and will perform those administrative duties currently handled by Dean of Admissions Phil Bryan in his role as Interim Coordinator of Student Affairs. In another personnel change in this area, Mike Young, currently Coordinator of Student Activities, will assume the duties of Interim Administrative Assistant to the Associate Vice President for Student Affairs.

8. Presidential Inauguration

The Inauguration Committee continues to make plans for the inaugural events planned in conjunction with Alumni Weekend on April 26-27, 1991. The inaugural ceremony, which will take place at 2:30 p.m. in Lovett Auditorium, is open to the public at no charge. Senator Claiborne Pell of Rhode Island has been invited to serve as the major speaker for the event. Murray State Regents will be members of the stage party, and Murray State faculty will take part in the procession. In addition, all staff, students, alumni, and friends of the University will be encouraged to attend.

An Inaugural Ball will be the second major event of the Inauguration. All friends and associates of the University will be invited to purchase tickets to the April 27, 1991, Ball, for which black tie will be optional.

9. Deans and Directors Meeting

The third bi-monthly Deans and Directors meeting was held on Tuesday, January 22, 1991. A number of items came up at that meeting which are listed in the President's Report. One item of great interest that was announced was that grants and loans awarded to students are up \$200,000 over last year.

10. Recognition of Public Service Efforts

Murray State University was singled out as an outstanding provider of services to small businesses at the November meeting of the Conference of Presidents, a group made up of the eight state university presidents. Mr. Kris Kimel of the Kentucky Science and Technology Council provided the results of a survey of small businesses in Kentucky conducted as part of the Technology Transfer Design Project by a Boston consulting firm.

One concern of the survey was to determine whether the owners and managers of small businesses in Kentucky were aware of the help available to them from state universities. While reporting data from the rest of the state showed a relative lack of awareness of university resources, it was emphasized that the Murray State service area was an exception. A significant number of survey participants in the MSU region not only indicated that they were familiar with some of the services offered at Murray State, but also cited specific ways that they themselves had been helped and praised the cooperative attitude of the faculty and staff members who had worked with them.

11. Painting Donated

Peoples Bank of Murray has presented a watercolor painting to the Wrather West Kentucky Museum on the Murray State campus, entitled "Cellar Door/Maine," by Robert Koch of Napier, Illinois.

12. Recent Campus Events

A group of faculty have volunteered to serve on a Learning Committee to guide the development of workshops and activities to follow up on the "Focus on Learning" conference. The goal of the committee is to offer a workshop, seminar, or other activity on such topics as campus community life as it affects student learning; student responsibility for and participation in their own learning; at-risk students; getting faculty to talk to each other about excellence, standards, and common goals; critical thinking; and coordination of technological support during the spring semester.

13. Minority Affairs Activities

The University was closed on Monday, January 21, 1991, in observance of Martin Luther King Day. The President joined students and staff in the candlelight march held on campus that evening to honor Dr. King.

On January 31, 1991, the campus community was invited to take part in a national teleconference, "Beyond the Dream: A Celebration of Black History: The Global Perspective," which was made available in the Curris Center.

On February 19, 1991, black Murray State students with an academic standing of 3.0 or above will be invited to hear alumnus Jerry Stanley at a dinner in the Curris Center. Mr. Stanley, an MSU football star and 1976 graduate, will be on campus that day to serve as the main speaker at Career Day.

14. Faculty/Staff Achievements

President Kurth recognized the following faculty/staff members who have distinguished themselves: Dr. Yushin Yoo, Dr. Jan Weaver, Mr. T. M. McNally, Dr. Ray Mofield, Mr. Vernon Shown and Dr. Jim Frank.

15. Athletics

President Kurth urged the Regents to read the athletic report as included in materials distributed.

Report of the Chairman

Chairman Harvey drew attention to the annual Association of Governing Boards Conference occurring April 21-23, 1991, in Miami, Florida. The Board has not attended for the past two years due primarily to budget constraints. He expressed the importance of the Murray State Board of Regents attending this conference when possible.

Report of the Treasurer

Mr. Tom Denton presented the attached report of revenue and expenditures for the period of July 1, 1990, through December 31, 1990. In response to President Kurth's question regarding the \$1.5 million unallocated balance, composed only of carryover funds, Mr. Denton stated the \$1.5 million is not obligated for any purpose. President Kurth stressed the importance of understanding that the budget, including the appropriated funds and revenue, is about \$65 million. The net worth of the university which means unobligated funds, is about \$1.5 million. Our unobligated reserves of this institution which functions on \$65 million is roughly something less than 2 percent. Those are single year funds; those are not recurring annual funds.

Regent Allen asked if money were set aside for specifically this purpose when the budget is made out each year. President Kurth said there was money set aside for single-year contingency, but the University does not set aside a portion of recurring funds for a reserve on a routine basis.

In response to President Kurth's question regarding taxes on investments, Mr. Denton stated that there is no tax on investments with one exception. If the University takes the proceeds from a bond issue and earns interest above a certain level on which the bonds are issued, the University is charged federal tax on the excess.

There being no further questions, the reports were accepted.

(See Attachment #2)

Report of the Alumni Association

Mr. Jeff Green, President of the MSU Alumni Association, presented the following report on behalf of the MSU Alumni Association.

He reported that Captain Paul Johnson, the Air Force pilot who received international media attention for his involvement in rescuing a downed Navy pilot early in the Operation Desert Storm conflict is a 1980 MSU graduate from Dresden, Tennessee. The Alumni Office has addresses of 42 MSU graduates involved in Operation Desert Storm and the alumni office maintains communication with these 35 men and 6 women as well as MSU students who have been called up and our Ft. Campbell students. An informal newsletter is being prepared to let them know about the involvement of others with MSU ties.

Mr. Green further stated that the Executive Council met on January 19 with Dr. Kurth attending. On behalf of the Alumni Association, Mr. Green expressed appreciation to President Kurth for his responsiveness and support of alumni matters.

One upcoming opportunity for cooperation is the Alumni/Inaugural Weekend which is scheduled for April 26-27. The Alumni Banquet will be held at 11:30 a.m., Saturday, April 27. MSU alumni and friends will have the opportunity to attend Dr. Kurth's Inauguration Ceremony scheduled at 2:30 p.m. as well as the banquet at 11:30 a.m.

The Student Alumni Association will be hosting the post Inaugural Reception. At the Emeritus Club Luncheon on Friday, Dr. Forrest Pogue, faculty advisor for the 1941 class, will be the featured speaker.

Alumni activities reported on included a get-together in conjunction with the MSU vs. Morehead basketball game at Morehead and an alumni meeting in the Houston area in conjunction with the MSU vs. Prairie View basketball game. A report on upcoming activities included an event in Marshall County on February 15 in conjunction with the Marshall County/Murray High basketball game, in Henderson on February 28, and in Owensboro on March 18.

The Alumni Association fully supports the fundraising efforts for the new Regional Special Events Center. The Alumni Association will be mailing a letter to approximately 15,000 MSU alumni in a five-state regional area requesting a \$500 contribution with a choice of payment options. Mr. Green presented a personal donation of \$500 to President Kurth.

Personnel Changes, Approved

President Kurth reviewed the following personnel changes and recommended their approval:

Mr. Akridge moved that the Board of Regents, upon the recommendation of the President of the University, approve the Salary Roster effective January 1, 1991; the Report of Resignations and Terminations for the period August 1, 1990, through December 31, 1990; and the Report of New Employment for the period of August 1, 1990, through December 31, 1990. Mr. Sanders seconded and discussion followed.

(See Attachments #3, #4, and #5)

In response to questions raised regarding the difference in the totals for resignations and terminations as compared to new employment, Dr. Booth stated that there had been no new positions included in the academic affairs units. President Kurth indicated that he would ask personnel to respond to these questions.

Upon call for question, the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

Mr. Sanders moved that the Board of Regents, upon the recommendation of the President of the University, approve the Staff Leaves of Absence Without Pay for the following:

Betty Gills, Food Services, 11/1/90--12/14/90
John Morrison, Physical Plant, 11/13/90--3/29/91

Mr. Kendrick seconded and the motion carried.

Mr. Akridge moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Dr. R. Andrew Batts, Associate Professor of Computer Science, as Chair of the Department of Computer Studies, effective July 1, 1991, at a salary of \$57,183. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

Committee Reports/Recommendations

A. Academic Affairs - Mr. Akridge.

For the Academic Affairs Committee, Mr. Akridge moved that the Board of Regents, upon the recommendation of the President, approve the attached student exchange agreement between Murray State University and Kansai University of Foreign Studies (Kansai Gaidai), Osaka, Japan.

Mr. Sanders seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

(See Attachment #6)

For the Academic Affairs Committee, Mr. Akridge moved that the Board of Regents, upon the recommendation of the President, renew the attached exchange agreements between Murray State University and the University College of Southern Queensland (formerly named Darling Downs Institute of Advanced Education), Toowoomba, Australia. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

(See Attachment #7)

Other informational items from the Academic Affairs Committee meeting included an inquiry from Russia regarding an exchange agreement, updates on Interactive TV, grants development, and a discussion of academic needs.

B. Athletic - Mr. Sanders.

Mr. Sanders stated that the Athletic Committee heard a report on the fundraising efforts for the Special Events Center. The drive is progressing very well with \$700,000 pledged or cash in the bank. Dr. Kurth challenged the press to buy seats in the new arena and Mr. Joe Pat James of WNBS and TV 46 presented the first \$500 check associated with the press.

Mr. Sanders stated that the Athletic Committee heard a report on the athletic budget. He expressed his appreciation to TV 46 for its commitment to televise MSU for the remaining home basketball games on a tape-delayed basis.

C. Buildings and Grounds - Dr. Hurt.

For the Buildings and Grounds Committee, Dr. Hurt moved that the Board of Regents, upon the recommendation of the President, approve the attached lists of Major Maintenance/Capital Projects (on the basis of availability of funds) in the Housing and Dining and Education and General Fund Areas, for funding from the (1) Housing and Dining Repair and Maintenance Fund, (2) Housing and Dining Other Operating Expenses Prior Year Balance, (3) Other Agency Funds and/or (4) the University's Consolidated Educational Renewal and Replacement Fund, for accomplishment during the 1991-92 Fiscal Year. Mr. Sanders seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

(See Attachment #8)

Mr. Harvey requested that the Minutes reflect that the Finance and Audit Committee joins the Buildings and Grounds Committee in the recommendation.

For the Buildings and Grounds Committee, Dr. Hurt moved that the Board of Regents approve the following resolution empowering the President to sign subleases in connection with the bond issue:

Resolution Empowering President to Sign Subleases in Connection with Bond Issue

WHEREAS the State Property and Buildings Commission of the Commonwealth of Kentucky plans to issue Revenue Bonds in the aggregate sum of \$103,275,000, the Bond Issue being referenced as Project #50, and

WHEREAS these Bonds are to be issued on behalf of various state agencies including Murray State University, and

WHEREAS each state agency will be subleasing its portion of the project from the Finance and Administration Cabinet, and

WHEREAS Murray State University's portion of the Bond Issue is \$828,000, plus cost of issuance, and

WHEREAS it is anticipated that the Closing will take place on February 7, 1991, and

WHEREAS the Closing envisages the signing of subleases by Murray State University,

NOW, THEREFORE, BE IT RESOLVED that the President of Murray State University, Dr. Ronald J. Kurth, is authorized and empowered to sign the subleases if, in his judgment, it is in the best interests of Murray State University to do so.

Mr. Akridge seconded the motion and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

D. Development & Investments - Dr. Hurt.

Dr. Hurt stated that a comparison of figures for 1989 indicates that in 1989 the Office of Development received a total of 11,353 gifts totaling \$1,696,086 and 12,351 gifts were received in 1990 totaling \$2,024,965. He commended the obvious growing effectiveness of the office of development.

E. Faculty/Staff Affairs - Mr. Akridge.

In the absence of Mrs. Strohecker, Mr. Akridge served as chairman of the Faculty/Staff Affairs Committee Meeting.

Mr. Akridge stated that the Faculty/Staff Affairs Committee received an update on "comp time," sick days and spring vacation. The issues are being reviewed and recommendations to the Board will be made at the Spring meeting.

F. Finance and Audit - Mr. Harvey.

In the absence of Mrs. Strohecker, Mr. Harvey served as chairman of the Finance and Audit Committee Meeting.

Mr. Harvey stated that the Finance and Audit Committee began its review of the Budget Guidelines for 1991-92. The Committee also discussed with Mr. Denton the renewal of the contract with Coopers and Lybrand for the outside audit of the University. Mr. Denton indicated that the audit has gone well and there is a good relationship with Coopers and Lybrand.

For the Finance and Audit Committee, Mr. Harvey moved that the Board of Regents, upon the recommendation of the President, authorize the renewal of the contract with Coopers and Lybrand for the performance of the University's financial and compliance audits for the fiscal year ending June 30, 1991, at a cost of \$51,821. This renewal is in compliance with the terms of the original contract (number 632-691) issued April 10, 1990. Mr. Sanders seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

F. Student Affairs - Mr. Allen.

Mr. Allen stated that the Student Affairs Committee discussed handicapped accessibility on campus. A committee has been named to study problem areas on campus. Mr. Allen expressed thanks to President Kurth, Mr. West, and Dr. Booth for their assistance in forming the committee and a special thanks to members of the Board for the \$50,000 which will go toward improving handicapped accessibility.

Mr. Allen stated that a comprehensive report will be proposed to the Board at the May meeting.

G. Governmental Relations - Mr. Harvey. No report.

Revision of Affirmative Action Grievance Procedure

President Kurth reviewed the revisions in the Affirmative Action Grievance Procedure.

Mr. Sanders moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Affirmative Action Grievance Procedure, which replaces the present Affirmative Action Grievance Procedure. Dr. Hurt seconded and the motion carried.

(See Attachment #9)

Informational Items

President Kurth briefed the Board on Aquaculture. During the last biennium of the General Assembly, the desire of West Kentucky Legislators for a demonstration aquaculture facility in order to offer alternatives to Western Kentucky farmers became the subject of discussion and ultimately an appropriation of \$500,000. The appropriation was awarded to Kentucky State University because they are a land grant university whose mission includes aquaculture. However, the Legislators made the grant to Kentucky State with the provision that Murray State be directly involved in the demonstration facility. A memorandum of understanding was developed in which Murray State becomes a subcontractor to Kentucky State in order to get the project on the move. The procedure was briefed to the principle legislators involved and they asked the President to proceed with utmost alacrity in developing a contract. The contract was developed in one-half the time that had been allocated and it will be submitted to the President of Kentucky State University and a copy will be sent to the four principle legislators involved in pursuing this project. The cost is roughly \$440,000; it involves building a demonstration pond facility on the University Farm and hiring a person who has the technical capability to run the facility and advise farmers who may be interested in raising catfish on their farm land. One problem President Kurth brought to the legislators' attention was that the \$500,000 which they gave to Kentucky State University is a single-year appropriation and with a staff person heading this facility results in a recurring expense. The legislators promised support in that area.

As Dean Tom Auer was present, President Kurth asked for additional comments from him. Dr. Auer emphasized that this is a commitment to the Economic Development in the area; the direct response to the interests of the legislators who made this money available. What may not have been explained is that Kentucky State is primarily interested in research. However, the purpose of this is demonstration, to show the farmers or those who are getting out of other agricultural activities, how they can use ponds to raise catfish. Dean Auer further stated that this offers an opportunity for significant research and to expose MSU undergraduates to the future of agriculture in the area. He expressed strong support for the project.

President Kurth stated that no action by the Board is required because Murray State is obligated to move forward. All that remains is a resolution of the issue of MSU's participation with Kentucky State.

Executive Session

Dr. Hurt moved that the Board convene into Executive Session for the purpose of discussing personnel matters. Mr. Sanders seconded and the motion carried. Executive Session began at 10:40 a.m. and ended at 2:30 p.m.

Public Session

The Board reconvened in Public Session at 2:30 p.m. Chairman Harvey stated that personnel issues were discussed and the Board is ready to take action.

Don Kassing Appointed as Vice President for University Relations and Administrative Services

Mr. Akridge moved that the Board of Regents employ Mr. Don Kassing as Vice President for University Relations and Administrative Services at the annual salary of \$75,000 beginning June 1, 1991. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

Budget Guidelines

Mr. Hutchinson moved that the Board of Regents approve a 7 percent salary increase for all employees of the University to be applied according to the Board of Regents Salary Policy, plus such additional funds for promotional stipends, reclassifications, minimum wage enhancement, and the benchmark adjustment pool. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, no; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; and Mr. Harvey, yes. Motion carried.

Other Business

Dr. Hammack moved that the Board of Regents direct Chairman Harvey in consultation with Dr. Kurth to arrange a date for a planning meeting prior to the next quarterly meeting for purposes of further discussion of future budgetary priorities. Mr. Allen seconded and the motion carried.

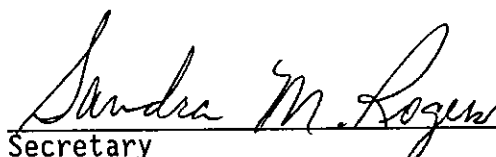
Chairman Harvey stated that the target date would be around the first of March. He further stated that the session would not be a formal meeting of the Board and that it might be held in connection with a Finance Committee Meeting.

Dr. Hammack expressed appreciation for the openness involved in the explanation of the budget.

Meeting Adjourned

Mr. Hutchinson moved and Mr. Kendrick seconded that the meeting be adjourned. Adjournment was at 2:40 p.m.


Chairman


Secretary

This page is left blank due to the Attachments to the Minutes of the meeting of the Board of Regents held on February 2, 1991.

Sandra M. Rogers
Secretary

PRESIDENT'S REPORT
TO THE
BOARD OF REGENTS

February 2, 1991

ENROLLMENT

Enrollment figures for the spring semester, 1991, will not be final for several weeks, but all indications are that total headcount enrollment is up about 9 percent over spring semester last year. On Day 11, total headcount enrollment was 7,276, and additional registrations will take place, particularly in off-campus courses. All-time records for spring semester 1991 are projected in the categories of full-time undergraduate enrollment, total credit hours, and F.T.E. Also, we may surpass the all-time record for spring headcount set in the mid-seventies. In spite of a smaller group of 18-year-olds in our service region, increases in non-traditional students and transfers from community colleges continue to give Murray State higher enrollments than projected previously.

COUNCIL ON HIGHER EDUCATION MEETING

The Kentucky Council on Higher Education met on January 14, 1991, at Morehead State University. Among other business, the CHE approved revisions in the policy which determines residency requirements for admission and tuition assessment purposes, adopted a policy which will allow international students participating in exchange programs to be charged in-state tuition, and registered new programs at Hazard Community College and Eastern Kentucky University. The CHE also heard a report from the Agricultural Advisory Committee, which includes Dr. Jim Davis, Chair of the Murray State Department of Agriculture.

Important topics of discussion at the meeting and in preliminary forums included study of the latest draft of the CHE Strategic Plan. The Conference of Presidents and each individual campus will submit responses to the draft Plan. Murray State's response will indicate concerns with that portion of the Plan in particular which addresses the mission of the regional universities, requesting that the language be broadened to acknowledge our mission in graduate programs and in other public service activities besides support of the schools.

WORK IN SUPPORT OF KERA AND HJR 54

On Thursday, January 24, 1991, I attended a meeting of the HJR 54 Steering Committee, a group made up of University Presidents and CHE representatives, including Dr. Jack Rose, CHE member and Superintendent of the Calloway County School System. The Steering Committee has been organized by the CHE to determine the system-wide response to House Joint Resolution 54, which sets

forth the expectation that the universities will assist the school districts in implementing the Kentucky Educational Reform Act (KERA). The Steering Committee approved principles and issues drafted by the HJR Study Committee, a support body which includes Dr. Jan Weaver, Dean of the MSU College of Education.

Murray State has submitted to the CHE a report of specific University activities in support of the KERA. A copy of this report is included in your packet.

UPDATE ON SPECIAL EVENTS CENTER

Several meetings and initiatives since early October have brought about significant progress toward Murray State's planned Special Events Center. On October 4, 1990, Board of Regents Chairman Kerry Harvey, Interim Coordinator of University Relations and Administrative Services Ed West, and I talked with Kentucky Secretary of Finance and Administration L. Rogers Wells, Jr., and other officials about what flexibility is available to us in planning the facility under state guidelines for utilizing the \$10 million allocation provided by the 1990 General Assembly. We left the meeting with a commitment from the state to provide for an architectural and engineering study of the new building which will tell us exactly what is possible within the \$10 million allocation. That study has now been awarded to Peck, Flannery, Gream and Warren, Incorporated of Paducah, Kentucky.

A short-term campaign to raise additional dollars for the Special Events Center was announced at a campus news conference on December 10, 1990, the largest fundraising campaign in the University's history. Four gifts totaling more than \$250,000 were announced at the conference. Donors recognized during the news conference included: Mr. Harry Crisp, Chief Executive Officer of the Pepsi-Cola Bottling Company of Marion, Illinois; Mr. Joe Dick, President, Bank of Murray; Mr. Harold Doran, President, Peoples Bank of Murray; and Ms. Anne Adams, Executive Director, Murray Tourism Commission. This campaign is seeking additional gifts from private donors to augment the current state appropriation of \$10 million and thus to allow additional features to be included.

On December 18, 1990, I met in Frankfort with Governor Wallace Wilkinson and Secretary L. Rogers Wells, Jr. Among other topics, we discussed Murray State University's plans for the Special Events Center. I am pleased to report that Governor Wilkinson is supportive of our fundraising campaign and is sensitive to the needs of the community for a Special Events Center of quality. I met a second time with the Governor on January 15, 1991, and with the Secretary of Finance and Administration again on the same day. I assure you that I am doing all that I can to build an arena of the quality which you would like to have.

FUNDRAISING

Director of Development Chuck Ward reports that 1990 was the first \$2 million dollar year for the Office of Development, a significant increase over last year's record \$1.6 million in gifts to the University. The number one priority for the Office of Development during 1991 will be the Special Events Center.

COMPARATIVE COLLEGE COSTS

Figures on average costs across the nation in 1990-1991 which were recently released by the College Board indicate that Murray State University students continue to enjoy a bargain. Murray State costs are below both the national and the southern average for four-year public institutions. For example, at Murray State, tuition and fee charges for Kentucky residents in 1990-91 are \$1,410. The national average is \$1,755, and the southern average is even higher, \$1,804. Room and board charges are also moderate by comparison: MSU, \$2,490; national average, \$3,097; southern average, \$2,828.

SEARCH UPDATES

Three candidates for the Vice President for University Relations and Administrative Services position visited the Murray State campus in November and December. The candidates, who include Dr. Gary Shepherd, Vice President for Community Services, Vincennes University, Vincennes, Indiana; Mr. Neil Smith, Vice Chancellor for Administrative Services, University of Missouri-Rolla, Rolla, Missouri; and Mr. Don Kassing, Vice President for Development and Public Affairs, Western State College, Gunnison, Colorado, met with members of the Murray community at a reception before joining some of the Regents at dinner. While on campus, each of the candidates met with the Deans Council and University Relations and Administrative Services Directors. The campus community was given the opportunity to meet the candidates through Open Forums scheduled during each visit. Presidential review of the candidates is currently taking place, and I expect to be able to make a recommendation to the Board about the position soon.

The Search Committee for the Director of Affirmative Action position has met to begin the screening process. Forty-seven candidates have indicated interest in the position. The Committee expects to forward six to eight names to the President during the month of February. From these, three or four will probably be selected to bring to campus for interviews.

A search will be organized soon for the new position of Associate Vice President for Student Affairs. This individual will report to the Provost and Vice President for Academic and Student Affairs and will perform those administrative duties

currently handled by Dean of Admissions Phil Bryan in his role as Interim Coordinator of Student Affairs. In another personnel change in this area, Mike Young, currently Coordinator of Student Activities, will assume the duties of Interim Administrative Assistant to the Associate Vice President for Student Affairs, a position now vacant due to the December resignation of Ms. Kathy Pasco.

PRESIDENTIAL INAUGURATION

The Inauguration Committee continues to make plans for the inaugural events planned in conjunction with Alumni Weekend on April 26 - 27, 1991. The inaugural ceremony, which will take place at 2:30 p.m. in Lovett Auditorium, is open to the public at no charge. I have invited Senator Claibourne Pell of Rhode Island to serve as the major speaker for the event. Murray State Regents will be members of the stage party, and Murray State faculty will take part in the procession. In addition, all staff, students, alumni, and friends of the University will be encouraged to attend.

An Inaugural Ball, with music provided by the Alumni Band, will be the second major event of the Inauguration. All friends and associates of the University will be invited to purchase tickets to the April 27, 1991, ball, for which black tie will be optional.

DEANS AND DIRECTORS MEETING

The third bi-monthly Deans and Directors meeting was held on Tuesday, January 22, 1991. In addition to items noted elsewhere in this Report, announcements at the meeting from University units included:

- * Center for Continuing Education/Academic Outreach: the use of phone-in preregistration for off-campus courses continues to work efficiently. Before the system was developed, all off-campus registration took place after the start of classes. Currently 70 percent or more are using the system to preregister, allowing for more efficient scheduling procedures. Projections for off-campus enrollment this semester are very good;
- * Placement: Career-related part-time jobs for students are available through a new state-supported program. Interested students should contact the Placement Office;
- * Financial Aid: Grants and loans awarded to students are up \$200,000 over last year;

- * College of Education: Murray State has received notice from the National Council for the Accreditation of Teacher Education (NCATE) that, Murray State has passed the preconditions, the first round of institutional reaccreditation. The campus is now preparing for the visit of the NCATE reaccrediting team, an event scheduled for October 21-23, 1991;
- * University Libraries: Waterfield Library is now open on a regular schedule, following the removal of asbestos and the replacement of the carpet; and
- * TRIO Programs: Upward Bound will celebrate its twenty-fifth year on the MSU campus on June 28-29, 1991. Sam Burrridge of WPSD-TV will take part in the festivities.

RECOGNITION FOR PUBLIC SERVICE EFFORTS

Murray State University was singled out as an outstanding provider of services to small businesses at the November meeting of the Conference of Presidents, a group made up of the eight state university presidents. Mr. Kris Kimel of the Kentucky Science and Technology Council provided me and the other presidents with the results of a survey of small businesses in Kentucky conducted as part of the Technology Transfer Design Project by a Boston consulting firm.

One concern of the survey was to determine whether the owners and managers of small businesses in Kentucky were aware of the help available to them from state universities. While reporting data from the rest of the state showed a relative lack of awareness of university resources, Kimel emphasized that the Murray State service area was an exception. A significant number of survey participants in our service region not only indicated that they were familiar with some of the services offered at Murray State, but also cited specific ways that they themselves had been helped and praised the cooperative attitude of the faculty and staff members who had worked with them.

PAINTING DONATED

Peoples Bank of Murray has presented a watercolor painting to the Wrathier West Kentucky Museum on the Murray State campus. Entitled "Cellar Door/Maine," the painting by Robert Koch of Naperville, Illinois, purchased by Peoples Bank was among 105 in the show, "Aqueous '90," on display at the Wrathier Museum October 20-December 1, 1990. The bank sponsored a purchase award for the juried competition.

RECENT CAMPUS EVENTS

At the invitation of the Provost's Office and the Faculty Resource Center, a group of faculty have volunteered to serve on a Learning Committee to guide the development of workshops and activities to follow up on the "Focus on Learning" conference. The committee members have chosen topic areas and organized themselves into working groups. The goal of the committee is to offer a workshop, seminar, or other activity on such topics as campus community life as it affects student learning; student responsibility for and participation in their own learning; at-risk students; getting faculty to talk to each other about excellence, standards, and common goals; critical thinking; and coordination of technological support during the spring semester, 1991.

MINORITY AFFAIRS ACTIVITIES

The University was closed on Monday, January 21, 1991, in observance of Martin Luther King Day. I joined students and staff in the candlelight march held on campus that evening to honor Dr. King.

On January 31, 1991, the campus community was invited to take part in a national teleconference, "Beyond the Dream: A Celebration of Black History: The Global Perspective," which was made available in the Curris Center.

On February 19, 1991, black Murray State University students with an academic standing of 3.0 or above will be invited to hear alumnus Jerry Stanley at a dinner in the Curris Center. Stanley, an MSU football star and 1976 graduate, will be on campus that day to serve as the main speaker at Career Day. Stanley now operates a very successful consulting business.

FACULTY/STAFF ACHIEVEMENTS

Dr. Yushin Yoo, head of media and curriculum resources in the university libraries, recently published his second book on his native country of Korea. Entitled "The Making of Modern Korea," the book chronicles the history of Korea since World War II. It is a follow-up to a companion work, "Korea the Beautiful: Treasures of the Hermit Kingdom."

Dr. Jan Weaver, Dean of the College of Education, has been elected to serve as Chair of Kentucky's new Professional Standards Board. The Professional Standards Board replaces the State Board of Education in all matters pertaining to teacher certification, professional ethics, the Beginning Teacher Internship, the assessment of teacher skills, and the assessment and internships for principal and superintendent certification. The Board is responsible for developing regulations for middle, secondary, and elementary school teachers.

Dr. Weaver is also serving as President of the American Association of Colleges for Teacher Education (AACTE), Chair of the Executive Board of the National Council for Accreditation of Teacher Education, a member of the National Board for Professional Teaching Standards, and the official liaison to the National Association of State Departments' Teacher Education and Credentialing.

Mr. T. M. McNally, Assistant Professor of English and Co-Director of the Creative Writing Program, has been awarded the Flannery O'Connor Award for his first book, entitled Low Flying Aircraft, to be published by the University of Georgia Press this year. The award includes a \$1,000 prize in recognition of his achievement.

Dr. Ray Mofield, Professor of Journalism and Radio-Television, received the Alumni Achievement Award for Service, presented by the Southern Illinois University Alumni Association.

Vernon Shown, retired Professor of Elementary and Secondary Education, received the Distinguished Educational Achievement Award at the annual meeting of the Southern Association of Colleges and Schools (SACS). This award was presented to one educator from each of the eleven states in SACS, with Dr. Shown the only Kentucky recipient. The resolution cited Shown for "distinguished and dedicated service to elementary and middle schools, outstanding contributions to the Commission on Elementary Schools, significant impact on the educational profession, and a well-deserved reputation as an innovator/facilitator of educational change."

Dr. Jim Frank, Professor of Physical Education, is serving as the 1991 president of the Kentucky Association for Health, Physical Education, Recreation, and Dance (KAHPERD). He will also serve as the Kentucky delegate to the national association meeting in April.

ATHLETICS

As the Murray State University Racer basketball team prepares for the second half of the Ohio Valley Conference (OVC) season, head coach Steve Newton has found an answer for collapsing defenses. The inside-outside attack is vital if the Racers, with a 15-8 overall record and third place in the OVC with a 4-2 record, are to successfully defend their conference crown. The stretch run begins Saturday as MSU visits Austin Peay State University in Clarksville, Tennessee, at 7:30 p.m. in Dave Aaron Arena. While the Racers recorded an 80-55 road win against Morehead State University and an 87-82 loss against OVC co-leader Eastern Kentucky University, Popeye Jones still got his points and rebounds (36 points, 24 rebounds), and Frank Allen emerged from a mini shooting slump by scoring 31 points in two games.

Meanwhile, Greg Coble earned Co-OVC Player of the Week honors with a 23-point effort against Morehead State and a career-high 25-point performance against Eastern. He was 18-for-30 from the field in the two games, 11-for-14 from three-point range. The Racers have won three of the last four games against Austin Peay in Clarksville, and defeated APSU 71-66 on January 7 in Murray. However, APSU has won five of their last seven games since then and stand 3-3 in the conference (11-10 overall), a game behind the MSU Racers. Austin Peay senior forward LaMonte Ware shared conference Player of the Week honors with Greg Coble, scoring 62 points during his last three games. Ware averages 15.2 points per game, while APSU player Tommy Brown leads the team with a 16.2 average. After the MSU-APSU tussle, the Racers step outside of OVC play with a return match against Prairie View A&M on Monday, February 4. The Racers defeated the Prairie View Panthers by a score of 103-52 on December 17 in Murray. Murray State returns home on February 9 with an OVC encounter against Eastern Kentucky University.

Last weekend the Lady Racers visited "Death Valley," Morehead State University and Eastern Kentucky University. Losses of 86-83 to Morehead and 90-67 to Eastern put the Ohio Valley Conference title out of their reach. The Lady Racers travel to Alabama to meet the Auburn Lady Tigers, currently ranked seventh by the Associated Press, on Monday night.

Ending his four-year eligibility, Danny Amato, a senior electrical engineering major, broke an MSU football record that some thought would last forever. Amato, an inside linebacker for the Racers, finished his college football career with 498 tackles, 18 better than the record set by Donald White in 1982.

UPCOMING EVENTS

March

3-4

Kentucky's Golden 100

5

Celebration of Women, Curris Center

Murray State University
Institutional Activities
in Support of
House Joint Resolution 54

1. Priority Assigned to School Reform:

The Strategic Plan approved by the Murray State University Board of Regents on November 10, 1990, demonstrates the University's commitment to the support of school reform by highlighting it as the most significant component of one of its four major goals, to:

Provide REGIONAL EDUCATIONAL LEADERSHIP, public service, and research that are appropriate to the mission of the University, effectively delivered, and within the available resources of the University.

Under this major goal, a secondary goal states that Murray State will:

Fulfill the University's responsibility to join in partnership efforts that foster excellence in the schools of our region.

Action steps have already been developed under this goal indicating that all colleges of the University will participate in the identification of educational needs of the schools at all levels and in designing and implementing programs to meet those needs. The commitments of the University Strategic Plan are reflected in the college strategic plans, and Murray State personnel are already engaged in these activities.

Another section of the Strategic Plan recognizes differential roles for faculty in support of college and University missions; in other words, it permits new flexibility in the traditional expectation that holds all faculty to a triple commitment to teaching, research, and service. One of the chief concerns which brought about this significant policy change was the need to allow some Murray State faculty to commit more time to working with the schools -- a service commitment -- and therefore perhaps to devote more time to applied research and transforming research findings into practice as part of school service. Also under this goal the University is exploring the possibility of creating new faculty lines that would be devoted largely to school service activities, that is, that would not be defined in terms of FTE teaching load.

2. Strengthening of Fiscal and Organizational Support for Lead Units:

The lead unit at Murray State is the College of Education under Dean Jan Weaver. Murray State has encouraged and supported personnel from this college and from other Murray State units to become actively involved at the statewide level in all aspects of the school reform process. Dean Weaver and others made important contributions to the development of the school reform legislation. Murray State has also encouraged University personnel to accept positions of responsibility in the planning and implementation phase at the statewide level. Dean Weaver is Chair of the Professional Standards Board, a position of crucial importance. Eight other Murray State faculty are serving on statewide Task Forces or advisory subcommittees. The University administration has been willing to provide the extra support needed to ensure that these individuals can fulfill the responsibilities of these positions because of its conviction that they will provide exceptional service to the state, and because it is confident that Murray State will benefit from the additional expertise they develop.

As the lead unit, the College of Education has taken the initiative in developing the organizational structures for the delivery of services and proposing the means of fiscal support needed as discussed elsewhere (See in particular 3 and 6, below). The University administration has encouraged the college's initiative in these areas and has responded positively to their proposals. The firm support given by the central administration to the College of Education as the lead unit in Murray State school support program has enhanced the priority given to school service in the other colleges.

Another result of KERA will be a greater demand for the courses, academic programs, and certifications offered through the College of Education at both the undergraduate and graduate level. Murray State has a long-standing joint doctoral program in education with the University of Kentucky. Although that program has had few enrollments in past years, as a result of KERA and the designation of Paducah Community College as a Graduate Center by UK, we expect interest in the joint doctoral program to grow. Murray State is committed to providing the College of Education with the necessary support to meet our obligations for courses, advising, and other services under that joint program.

The fiscal strengthening of all units directly involved in school reform activities will be one outcome of new efforts called for in the Strategic Plan to ensure that budget priorities are based on Strategic Plan priorities. Also, the College of Education is at present developing a proposal that, if adopted, would provide a more equitable incentive package for faculty all

over the University who participate in off-campus school service activities. Under current policy such service is likely to adversely affect a faculty member's workload assignment and merit considerations, and current compensation is not equitable. The new formula being developed would reverse these inequities by taking all three elements -- load, merit, and compensation -- into consideration.

3. Institutional Organization for Delivery of Services:

As a member of the West Kentucky Educational Cooperative (WKEC), Murray State takes part in that organization's efforts to coordinate joint faculty development activities in the region (See 4, below). WKEC coordination will facilitate the delivery of Murray State services to several schools at once. The University has also taken great care, however, to develop a system for handling individual requests from school superintendents, principals, and individual teachers.

As indicated in material submitted to the Council on Higher Education in support of the development of the Resource Directory, the Director of School Services and Research in the College of Education has been designated the central point of contact and delivery between the schools and University personnel. In addition, the College of Education is developing a system of liaison faculty who will take responsibility for investigating and reporting a particular school system's needs while traveling to that site on a regular basis, perhaps to teach an off-campus course or to perform some other regular service in that area.

The system at Murray State works in the following way. A school superintendent -- or other school representative -- has two avenues by which to seek help. Either he/she calls the Director of School Services and Research directly, or he/she can advise the faculty liaison of the need, and the faculty liaison relays the request directly to the Director. All requests go through the Director to ensure meeting needs in the best and most efficient way.

The Director treats every request seriously. Although it may not be possible to meet every request as stated, seeking an alternative solution to the need is part of the process. If the best way to meet the need is to use the services of a faculty member on an out-of-load basis, the Director identifies the appropriate person through the campus directory which has been developed and which will be updated periodically. The School Service Director will work with the MSU faculty member and district to plan the service, including evaluation of the service when completed. A service agreement is written for each MSU sponsored service. Requests for assistance which involve non-

academic University units, for example the Registrar's Office or the Computer Center, will be relayed in a similar manner. If the request involves a service which can best be met by an in-load commitment of a faculty member's time, a further approval procedure is necessary in addition to the contact with the designated faculty member.

The system includes as an essential step an evaluation procedure which has been in place for the past four years. The client submits an evaluation of the quality of the service provided. A copy of this evaluation is shared with the person who performed the service. The evaluations are used to update the list of appropriate service providers to reflect individual strengths and to omit those from a particular list who have proved to be ineffective in that area.

4. Response to Six KERA Areas for Service for 1991-1992:

Murray State University is committed to address regional school needs under all six areas designated for attention in 1991-92 by the KERA. As the only baccalaureate institution in our eighteen county service area, Murray State feels obligated to assist the 25 school districts in our region to the greatest extent possible in meeting their needs in all six areas. We are also committed to serving the five additional districts outside our district which are members of the WKEC. In recognition of the magnitude of this responsibility, Murray State has already begun its work and is able to report significant progress.

All College of Education personnel have been assigned to one of six Task Forces, one for each KERA area. During the current semester faculty members from other colleges will be added to these Task Forces to facilitate subject-area service. These Task Forces will facilitate and systematize the mobilization of Murray State faculty, staff, and resources to meet identified needs in the six areas.

Activities already underway in each of the six areas include:

- a. **SCHOOLS-BASED DECISION MAKING:** As a member of the WKEC Staff Development Committee, Murray State has participated in the development of WKEC's plan for supporting progress in this area. WKEC will pursue a coordinated approach, including the pooling of staff development funds in order to finance joint activities in support of this goal which the districts, which are almost all very small, could not afford independently.
- b. **PERFORMANCE-BASED STUDENT ASSESSMENT:** Murray State is at present assisting the schools in baseline data research to determine where they are now in assessment of school climate and pupil attainment, so that some measure of effectiveness of the KERA programs compared

to current student attainment can be made. Some of the larger districts are cooperating in a specially-designed research project in support of this goal. The State Board of Education has shown interest in having Murray State expand this project to a statewide sample.

- c. **NON-GRADED PRIMARY PROGRAMS:** Murray State is currently helping to design and implement three pilot projects for non-graded schools administered by the Kentucky Department of Education. This experience will greatly contribute to the University's ability to assist other schools in this area.
- d. **RESEARCH-BASED INSTRUCTIONAL PRACTICES:** Murray State has been traditionally, and remains, committed to the professional ideal that all course content should be research-based, and the Murray State curriculum has periodically been revised to reflect current pedagogical research.

All activities in response to the current challenge will produce research data which may lead to a reconsideration of current instructional practices. Thus, this area calls for appropriate response to outcomes in the other five areas discussed. Research results determined in any of the activities in our service region in support of excellence in the schools will lead to indicated changes in the Murray State curriculum and in the resources we offer the schools in our region.

Certain validated programs available nationally are being instituted in regional school districts during the current period. The "Mastery Learning" program adopted by the Calloway County School District is one example. The University foresees the need to develop extensive development activities for its own staff to ensure currency and adequate representation of regional practices in our curriculum and our support services. Working as a member of the WKEC Staff Development Committee will require Murray State representatives to be a part of whatever activities that group develops. It should be noted that, neither in the CHE funding formula nor in the school reform legislation, are any funds provided for the extensive University staff development that will be required.

- e. **INSTRUCTIONAL USES OF TECHNOLOGY:** The development of the West Kentucky Educational Technology Cooperative (WKETC) has placed Murray State in the forefront among state institutions in the development of telelearning opportunities. At present the Cooperative is made up

of Murray State, Paducah Community College, and seven public school systems. An interactive video link for college courses was installed and first utilized between Murray State and Paducah Community College in 1990; during the current semester additional links will be in operation at Madisonville Community College and at three public schools. These links will not only allow small schools to provide such programs as physics and foreign languages for small groups of students, but they will permit a wide range of instructional support and staff development activities to be developed and shared by means of the technological capabilities of the network.

Murray State is also working with the WKEC on other cooperative ventures to strengthen technological support for instruction in the region. Murray State has included computer training as a component of teacher certification since 1987; in 1989 the College of Education installed a separate computer laboratory for the use of education students. In order to provide Murray State students with the best foundation in this area and serve area school personnel better, Murray State hopes to add a position to its College of Education faculty for an instructional technology specialist.

- f. **MEETING NEEDS OF CULTURALLY DIVERSE STUDENTS:** As a part of activities called for in the Strategic Plan Murray State University will be working to "foster a University community that values gender, race, ethnic and age diversity" and to develop a coordinated plan for the infusion of an international perspective into the learning experience." Strategies and activities developed to meet these goals will be reflected in the curriculum and in all university activities and thus will provide a foundation for the support of the schools in their attempt to address this area. Through the campus Task Force Murray State personnel will also provide expertise in the development of specific programs in awareness and sensitivity training for the schools.

5. Encouragement of University-wide Participation in the Delivery of Professional Development Service to the Schools:

Murray State personnel from all colleges in the University are already involved in school support activities. In particular, faculty from several subject-area disciplines at the University regularly meet with their counterparts in the schools of the region and offer faculty development opportunities as part

of their departmental service programs. The Department of English, for example, offers a two-day symposium each year which brings to campus nationally-recognized figures in the teaching of composition; all regional English faculties are invited to participate. Other discipline-based professional development opportunities are made available as in-service experiences in the schools. In addition, discipline-based cooperative efforts include the West Kentucky Social Studies Consortium, Math/Science Alliance, and the Science/Technology Consortium. Faculty in the Department of Economics and Finance work through the Kentucky Council on Economic Education (KCEE) to help elementary and middle school teachers teach economics skills. Many additional examples of discipline-based services are provided in the annual report submitted to the Council on Higher Education outlining school support services. In addition, there are 39 Murray State faculty representing all six colleges who are currently serving as evaluators in the Kentucky Beginning Teacher Internship Program.

In support of its commitment to even greater campus-wide participation in service of the 1990 school reform legislation, Murray State has already moved, in the development of the Strategic Plan and in subsequent actions, to identify and remove potential barriers to that participation. The essential support of the Board of Regents, the President, and the Provost has been forthcoming. The Deans Council has strongly supported the principle of campus-wide support and pledged its active involvement. Faculty reluctance due to apprehension that devoting time to school service might adversely affect eligibility for tenure, promotion, or merit pay has been avoided through the adoption of the policy recognizing differentiated faculty roles (See 1, above). In addition, the proposed equitable incentive formula, if adopted, should remove any faculty reluctance due to the financial and time constraints imposed by the extended travel required (See 2, above).

6. Encouragement and Rewards for University Personnel Involved in School Support Activities:

Through the Strategic Plan and other opportunities, the Murray State University administration has made clear its support for the involvement of University personnel in activities with the schools in support of the 1990 school reform legislation. Rewards for that involvement are provided through the policy recognizing differentiated faculty roles (See 1, above), and, if adopted, the equitable incentive formula (See 2, above).

7. Institution's Fiscal Needs in this Area Beyond 1991-1992:

The SEEK funds do not adequately address the fiscal demands on universities created by HJR 54, particularly the demands placed on a university like Murray State which serves school districts which are among the smallest in the state. Some of the school districts in the Murray State service region will receive less than \$1,000 annually in SEEK faculty development funds, yet the needs of these small districts will be as diverse, and in some cases even more urgent, than those of larger districts which receive a greater percentage of the funding.

Murray State has demonstrated its full commitment to the call for cooperation and support. Working in full partnership with the WKEC, the University is doing everything possible to coordinate activities in order to receive the largest possible benefit from the SEEK funds available. In spite of these efforts, however, in order to support and reward the significant numbers of university personnel who are committed to this effort, the University will need additional funds in the biennia ahead. Murray State urges the Council on Higher Education to identify a means of directly supporting service to the schools through the funding formula. The overwhelming importance given to FTE course enrollments in the current formula does not provide adequate support for university service missions identified by the CHE. An appropriate formula element for school service should be developed and incorporated. The formula should not be based solely on number of pupils, as the SEEK funds currently are. Most of the demands on universities are not directly relative to the size of the schools involved, and small schools with severely limited resource/support personnel of their own frequently have greater needs than those located in larger and better financed systems.

Murray State would recommend that the formula take into account: number of districts, number of schools, distance (e.g. six hour roundtrip for six hours service delivery), mileage costs, per diem pay for faculty working out-of-load for short-term service, and replacement for released time for faculty in extensive projects lasting several weeks, a semester, or throughout the year.

Some examples may illustrate the magnitude of the challenges we face. To consider only requests for the three state-mandated inservice days not used for regional meetings, requests from each of the 30 districts in the WKEC would equal 90 potential requests. Separate requests might be expected from the 178 schools in these systems. An additional request from each high school for each inservice day would create 129 high school site

requests, and so on for the elementary and middle schools. Only cooperation facilitated through the WKEC will make service to these schools possible. Murray State projects the need to staff four satellite service sites for the 21 districts that are two or three hours away from campus.

Murray State University has already demonstrated its commitment to work with the school systems of its region and with the Kentucky Department of Education to meet the expectations of the KERA. The University welcomes additional opportunities to serve provided by cooperative efforts with other state institutions identified by and coordinated through the Council on Higher Education. Murray State also looks to the CHE to recognize the magnitude of the challenges created for the universities by the KERA and to support the more flexible policies and the enhanced funding that meeting these challenges will require.



Murray State University

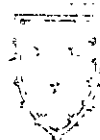
Financial Report

FOR THE PERIOD

July 1, 1990 - December 31, 1990

**SUBMITTED TO
THE PRESIDENT
AND
BOARD OF REGENTS**

February 1-2, 1991



Murray State University

Murray, Ky. 42071

January 17, 1991


President Ronald J. Kurth and
Members of the Board of Regents
Murray State University
Murray, KY 42071


Dear President Kurth and Members of the Board:

Attached is the Financial Report of Murray State University
for the period July 1, 1990 through December 31, 1990.

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Edward E. West
Interim Coordinator
of University Relations
and Administrative Services


Thomas W. Denton
Director for
Accounting and
Financial Services

nch

cc: James L. Booth, Provost and Vice President for Academic
and Student Affairs

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED BALANCE SHEET
As of December 31, 1990

	Educational and General	Auxiliaries	Total
	-----	-----	-----
ASSETS-			
Cash (Note 2)	\$ 4,342,299	\$ 1,113,670	\$ 5,455,969
Investments (Note 2)	11,547,065	2,999,263	14,546,328
Inventories and Prepaid Expenses (Note 3)	199,565	729,063	928,628
Accounts and Loans Receivable, net	2,006,794	1,038,837	3,045,631
Interest Receivable	147,525	22,774	170,299
Due from Other Funds	605,374	-	605,374
	-----	-----	-----
Total Assets	\$ 18,848,622	\$ 5,903,607	\$ 24,752,229
	=====	=====	=====
LIABILITIES AND FUND BALANCE-			
Liabilities:			
Accounts Payable	\$ 1,109,623	\$ 16,302	\$ 1,125,925
Accrued Expenses	766,084	-	766,084
Accrued Compensated Absences	957,548	55,255	1,012,803
Other Liabilities - Racer Card	-	74,884	74,884
Other Liabilities	584,905	-	584,905
Deposits	480	213,547	214,027
	-----	-----	-----
Total Liabilities	\$ 3,418,640	\$ 359,988	\$ 3,778,628
	-----	-----	-----
Fund Balance:			
Beginning Fund Balance - July 1, 1990	\$ 8,439,278	\$ 1,665,534	\$ 10,104,812
Additions/(Deductions) - Year to Date	6,990,704	3,878,085	10,868,789
	-----	-----	-----
Total Fund Balance	\$ 15,429,982	\$ 5,543,619	\$ 20,973,601
	-----	-----	-----
Total Liabilities and Fund Balance	\$ 18,848,622	\$ 5,903,607	\$ 24,752,229
	=====	=====	=====

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SUMMARY OF CHANGES AND ALLOCATIONS IN FUND BALANCE
For the Period July 1, 1990 through December 31, 1990

	Educational and General	Auxiliaries	Total
	-----	-----	-----
Fund Balance - Beginning July 1, 1990			
Working Capital	\$ 1,919,035	\$ 904,332	\$ 2,823,367
Reserve for Self Insurance	650,000	-	650,000
Encumbrances	322,631	95,604	418,235
Carryovers	4,015,349	1,291,701	5,307,050
Unallocated	1,532,263	(626,103)	906,160
	-----	-----	-----
Total Fund Balance - Beginning July 1, 1990	\$ 8,439,278	\$ 1,665,534	\$ 10,104,812
Increase/(Decrease) - Year to Date			
Revenues	\$ 35,237,242	\$ 8,255,292	\$ 43,492,534
Expenditures	(27,925,365)	(3,918,873)	(31,844,238)
Mandatory Transfer - Debt Service	(857,658)	(304,732)	(1,162,390)
Non-Mandatory Transfers			
From CERR	1,467,500	-	1,467,500
To Plant Funds	(931,050)	(155,200)	(1,086,250)
From Plant Funds	-	1,598	1,598
Other Changes	35	-	35
	-----	-----	-----
Total Year to Date Increase/(Decrease) in Fund Balance	\$ 6,990,704	\$ 3,878,085	\$ 10,868,789
Fund Balance - Ending December 31, 1990			
Working Capital	\$ 3,700,131	\$ 1,786,784	\$ 5,486,915
Reserve for Self Insurance	650,000	-	650,000
Encumbrances	1,454,655	78,173	1,532,828
Carryovers	4,015,349	1,291,701	5,307,050
Unallocated	5,609,847	2,386,961	7,996,808
	-----	-----	-----
Total Fund Balance - Ending December 31, 1990	\$ 15,429,982	\$ 5,543,619	\$ 20,973,601
	=====	=====	=====

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SUMMARY OF BUDGET ADJUSTMENTS
For the Period July 1, 1990 through December 31, 1990

	Original Budget	Adjustments/ Revisions	Current Budget Per Report
Revenues			
Educational & General	\$55,881,343		
Prior Year Carryovers (Note 5)		\$ 4,015,349	
Prior Year Encumbrance Carryovers (Note 5)		322,631	
Various Account Adjustments		659,005	
Total Educational & General	\$55,881,343	\$ 4,996,985	\$ 60,878,328
Auxiliary Enterprises	\$10,484,416		
Prior Year Carryovers (Note 5)		\$ 1,291,701	
Prior Year Encumbrance Carryovers (Note 5)		95,603	
Various Account Adjustments		-	
Total Auxiliary Enterprises	\$10,484,416	\$ 1,387,304	\$ 11,871,720
Total Revenues	\$66,365,759	\$ 6,384,289	\$ 72,750,048
Expenditures			
Educational & General	\$55,881,343		
Prior Year Carryovers (Note 5)		\$ 4,015,349	
Prior Year Encumbrance Carryovers (Note 5)		322,631	
Various Account Adjustments		659,005	
Total Educational & General	\$55,881,343	\$ 4,996,985	\$ 60,878,328
Auxiliary Enterprises	\$10,484,416		
Prior Year Carryovers (Note 5)		\$ 1,291,701	
Prior Year Encumbrance Carryovers (Note 5)		95,603	
Various Account Adjustments		-	
Total Auxiliary Enterprises	\$10,484,416	\$ 1,387,304	\$ 11,871,720
Total Expenditures	\$66,365,759	\$ 6,384,289	\$ 72,750,048

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS - EDUCATIONAL AND GENERAL
UNAUDITED SCHEDULE OF REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES
For the Period July 1, 1990 through December 31, 1990

	Current Budget	Fiscal Year Actual	Actual % Budget
Revenues			
Tuition and Fees (Note 6)	\$ 13,840,734	\$ 12,373,558	89%
State Appropriation	37,693,600	20,707,000	55%
Indirect Cost Reimbursement	206,791	49,943	24%
Sales and Services of Educational Departments	1,281,874	555,163	43%
Other Sources	3,517,349	1,551,578	44%
Prior Year Carryovers and Encumbrances (Note 5)	4,337,980	-	N/A
Total Revenues	\$ 60,878,328	\$ 35,237,242	58%
Expenditures (Note 7)			
Instruction	\$ 23,470,790	\$ 11,150,734	48%
Research	717,932	242,237	34%
Public Service	2,975,703	1,366,822	46%
Academic Support	3,008,253	1,401,525	47%
Library	2,110,805	1,022,061	48%
Student Services	4,740,046	2,394,427	51%
Institutional Support	7,993,595	3,448,082	43%
Operation and Maintenance of Plant	8,831,915	3,547,033	40%
Scholarships	3,431,939	3,352,444	98%
Total Expenditures	\$ 57,280,978	\$ 27,925,365	49%
Transfers and Other Changes			
Mandatory Transfers			
Consolidated Educational Bond Sinking Fund (Note 8)	\$ (3,173,729)	\$ (857,658)	27%
Loan Fund Match	(33,301)	-	0%
Non-mandatory Transfers			
Transfers to Consolidated Educational Renewal and Replacement Fund (Note 9)	(1,000,000)	-	N/A
Transfers from Consolidated Educational Renewal and Replacement Fund (Note 9)	1,042,500	1,467,500	N/A
Transfers to Unexpended Plant Fund (Note 9)	(506,050)	(931,050)	N/A
Transfers from Auxiliaries	73,230	-	
Other Changes	-	35	N/A
Total Transfers and Other Changes	\$ (3,597,350)	\$ (321,173)	N/A
Total Expenditures, Transfers, and Other Changes	\$ 60,878,328	\$ 28,246,538	46%
Excess of Revenues over Expenditures		\$ 6,990,704	

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS - AUXILIARIES
UNAUDITED SCHEDULE OF REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES
For the Period July 1, 1990 through December 31, 1990

	Current Budget	Fiscal Year Actual	Actual % Budget
Revenues			
Food Service	\$ 4,030,606	\$ 3,324,252	82%
Housing Service	3,793,460	3,465,342	91%
Bookstore	2,100,000	1,181,835	56%
Curris Center	123,150	59,392	48%
University Parking	133,000	124,271	93%
Miscellaneous	53,200	5,551	10%
Vending	90,000	21,203	24%
Interest Revenue	161,000	73,446	46%
Prior Year Carryovers and Encumbrances (Note 5)	1,387,304	-	N/A
Total Revenues	\$ 11,871,720	\$ 8,255,292	70%
Expenditures (Note 7)			
Food Service	\$ 4,033,785	\$ 1,767,341	44%
Housing Service	3,087,568	727,005	24%
Bookstore	2,033,770	1,079,548	53%
Curris Center	441,581	164,600	37%
University Parking	134,507	30,913	23%
Miscellaneous	241,485	4,643	2%
Vending	194,834	42,467	22%
Renovation and Maintenance	819,346	80,682	10%
Scholarships	61,936	21,674	35%
Total Expenditures	\$ 11,048,812	\$ 3,918,873	35%
Transfers and Other Changes			
Mandatory Transfers			
Housing and Dining Bond Sinking Fund (Note 8)	\$ (596,076)	\$ (304,732)	51%
Non-Mandatory Transfers			
Transfers to Unexpended Plant Fund (Note 9)	(155,200)	(155,200)	N/A
Transfers from Unexpended Plant Fund (Note 9)	1,598	1,598	
Transfers to Educational and General	(73,230)	-	N/A
Total Transfers and Other Changes	\$ (822,908)	\$ (458,334)	N/A
Total Expenditures, Transfers, and Other Changes	\$ 11,871,720	\$ 4,377,207	37%
Excess of Revenues over Expenditures		\$ 3,878,085	

MURRAY STATE UNIVERSITY
CURRENT RESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES BY SOURCE AND EXPENDITURES BY FUNCTION
For the Period July 1, 1990 through December 31, 1990

Revenues	Current Budget	Fiscal Year Actual	Actual % Budget
Federal Funds			
Pell	\$ 2,823,756	\$ 2,905,581	103%
SEOG	288,789	345,827	120%
Workstudy	464,987	155,302	33%
Grants and Contracts	1,266,321	587,117	46%
Total Federal Funds	\$ 4,843,853	\$ 3,993,827	82%
State Grants and Contracts	1,000,964	957,844	96%
Other Grants and Contracts	528,389	229,800	43%
Total Current Restricted Revenues	\$ 6,373,206	\$ 5,181,471	81%
	=====	=====	=====
Expenditures			
Educational and General			
Instruction	\$ 1,703,920	\$ 829,825	49%
Research	381,359	177,695	47%
Public Service	325,802	142,475	44%
Library	11,771	15,673	133%
Academic Support	90,066	84,776	94%
Student Services	381,074	34,187	9%
Institutional Support	15,658	20,330	130%
Operation and Maintenance of Plant	-	-	-
Scholarships and Other Financial Aid	3,449,423	3,858,384	112%
Total Educational and General	\$ 6,359,073	\$ 5,163,345	81%
Auxiliary Enterprises	\$ 14,133	\$ 18,126	128%
Total Current Restricted Expenditures	\$ 6,373,206	\$ 5,181,471	81%
	=====	=====	=====

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES
For the Period July 1, 1990 through December 31, 1990

Educational and General

Tuition and Fees

Fall Tuition	\$ 6,094,115	
Spring Tuition	5,051,072	
Summer II Tuition	348,156	
Miscellaneous Tuition	11,432	
Student Activity Fees	645,727	
Other Course Fees	223,056	

Total Tuition and Fees		\$ 12,373,558

State Appropriations

Murray State University - General	\$ 20,707,000	

Total State Appropriations		20,707,000

Indirect Cost Reimbursements

Federal and State Indirect Cost Reimbursements	\$ 49,943	

Total Indirect Cost Reimbursements		49,943

Sales and Services of Educational Departments

Art Cash Sales	\$ 9,664	
Animal Health Technology Income	232	
Biology Station Income	7,545	
Chaykin CPA Review	734	
Chemical Services	5,280	
Clinical Services	13,701	
Environmental Education Income	1,426	
Fall Business Education Conference	945	
High School Journalism Workshop	65	
Keyboard Recruiting	175	
Kentucky Institute of European Studies (KIES)	355,401	
MSU News Advertising	27,524	
MSU X-Ray Lab	1,900	
Office Systems Service Center	308	
Speech and Hearing Workshop	620	
Safety, Engineering and Health Workshop	1,000	
School Service Office	4,250	
Shield	49,323	
Theatre Revenue	4,138	
TV Studio	14	
University Farms	70,208	
Waterfield Center	710	

Total Sales and Services of Educational Departments		555,163

Other Sources

Alumni Affairs	\$ 463	
Archeology Services Center	26,509	
Athletics	189,854	
Athletics - Concessions	28,069	
Athletics - Miscellaneous Revenue	3,431	
Athletics - Programs	8,743	
Basketball Camps	10,535	
Boar Test Unit	3,092	

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES (cont.)
For the Period July 1, 1990 through December 31, 1990

Educational and General (cont.)

Other Sources (cont.)

Boy Scout Museum Memberships	\$ 41,627
Breathitt Veterinary Center	85,807
Campus Lights	325
Community Education	64,626
Conferences and Workshops	12,469
Consolidated Educational Revenue Fund Interest	497,165
Cooperative Education/Placement Income	2,720
Counseling and Testing	2,679
Duplicate Racer Cards	5,162
Environmental Consortium of Mid-America	5,233
Faculty Resource Center	5,604
Faculty Resource Center Copier	863
Festival of Champions	29,831
Fort Campbell	44,934
Golf Camps	6,170
H.A.P.P.Y.	900
Hazardous Waste Workers Workshop	35,720
Intramurals Income	3,360
Library - Census Microfilm	590
Library - Copy Service	21,034
Library - Fines	6,775
Library - Interlibrary Loan	357
Library - Other Income	716
Livestock and Exposition Center	16,941
Locker Rental	(55)
Music Recital Income	3,834
Nursing Continuing Ed	30
Operating Fund Interest	141,551
Other Revenue	65,396
Personal Fringes - American Express	1,480
Post Office Box Rental	3,374
Post Office Contract	3,333
Printing	6,212
Quad State	18,543
Racer Card Interest	1,986
Rentals	9,959
Residence Hall Fees	23,097
Recycling Program	228
Sale of Surplus Property	19,808
Soccer Camps	6,290
Special Events Center	2,153
Student Government Association	21,898
Summer Orientation	32,604
Tennis Camps	12,435
Wickliffe Mounds Gift Shop	2,750
Wickliffe Mounds Research Center	12,368

Total Other Sources	\$ 1,551,578

Total Educational and General	\$ 35,237,242

Auxiliary Enterprises	
Food Services	\$ 3,324,252
Housing Services	3,465,342

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES (cont.)
For the Period July 1, 1990 through December 31, 1990

Auxiliary Enterprises		
Bookstore	\$ 1,181,835	
Curris Center	59,392	
University Parking - Fines	52,844	
University Parking - Permits	71,427	
Miscellaneous Auxiliary Revenue	5,551	
Vending Revenue	21,203	
Interest Revenue - Auxiliary Enterprises	73,446	

Total Auxiliary Enterprises		\$ 8,255,292

Total Current Unrestricted Revenues		\$ 43,492,534
		=====

MURRAY STATE UNIVERSITY
NOTES TO FINANCIAL REPORT
For the Period July 1, 1990 through December 31, 1990

Note 1. Summary of Significant Accounting Policies

Accounting Basis

The annual financial statements of Murray State University are prepared on an accrual basis of accounting except for depreciation on physical plant and equipment.

Tuition and fee revenues for a semester are recognized upon recording the receivable, normally before or shortly after the semester begins. Revenues of summer school academic terms are reported in the fiscal year in which the programs predominately fall. Therefore deferred tuition revenues are recorded for terms which have not begun at fiscal year-end. State appropriations revenues are recognized upon receipt.

Expenditures are generally recognized, for interim reporting, in the period expended rather than the period incurred. Some liability accounts on the Balance Sheet are not adjusted until year-end, at which time all expenditures are accrued.

Fund Accounting

To ensure observance of limitations and restrictions placed on the use of the resources available to the University, the accounts of the University are maintained in accordance with the principles of "fund accounting." This is the procedure by which resources for various activities are classified for accounting and reporting purposes into funds that are in accordance with activities or objectives specified.

Current funds are used primarily to account for the transactions affecting the general operations of the University. These resources are expendable for performing the primary and support objectives of the University. Restricted gifts, grants, appropriations, and other restricted resources are accounted for in the appropriate restricted funds.

All gains and losses arising from the sale, collection or other disposition of investments and other noncash assets are accounted for in the funds which owned such assets. Ordinary income derived from investments, receivables, and the like is accounted for in the fund owning such assets.

Note 2. Deposits and Investments

The University currently uses commercial banks and the Commonwealth of Kentucky for its depositories. Deposits with commercial banks are covered by Federal depository insurance or collateral held by the bank in the University's name. At the state, the University's accounts are pooled

MURRAY STATE UNIVERSITY
NOTES TO FINANCIAL REPORT (cont.)
For the Period July 1, 1990 through December 31, 1990

Note 2. Deposits and Investments (cont.)

with other agencies of the state. These state pooled deposits are substantially covered by Federal depository insurance or by collateral held by the state in the state's name. The investments of the University not held in the state investment pool are insured or registered, or are held by the University or by an agent in the University's name.

Note 3. Inventories

Inventories are stated at the lower of cost, using first-in-first-out valuation, or market.

Note 4. Murray State University Foundation, Inc.

Murray State University Foundation, Inc. (the Foundation) is a Kentucky not-for-profit corporation formed to receive, invest and expend funds for the enhancement and improvement of the University.

The Foundation prepares and issues its own financial statements.

Note 5. Prior Year Carryovers and Encumbrances

Budget Revisions for Prior Year Carryovers and Prior Year Encumbrance Carryovers are based on actual balances brought forward to date from fiscal year 89/90.

Note 6. Tuition and Fees and Scholarships

Incentive Grants of \$1,594,675 have been included as both tuition revenue and as scholarship expenditures. The amounts are \$30,558 for Summer II 1990, \$837,601 for Fall 1990, and \$726,516 for Spring 1991.

Note 7. Unrestricted Expenditures

In addition to expenditures, outstanding encumbrances as of December 31, 1990 are \$1,435,719 for Educational and General and \$69,719 for Auxiliary Enterprises. These totals include no prior year encumbrances.

Note 8. Bond Sinking Funds

Additional debt service has been paid from reserves held by the Trustee. The amounts are \$88,735 for Consolidated Educational and \$33,880 for Housing and Dining.

MURRAY STATE UNIVERSITY
NOTES TO FINANCIAL REPORT (cont.)
For the Period July 1, 1990 through December 31, 1990

Note 9. Transfers from/(to) Plant Funds

	Unrestricted Educational and General -----	Unrestricted Auxiliaries -----
I. Transfer from Consolidated Educational Renewal and Replacement Fund:		
a. Correct Life Safety Items	\$ 80,000	\$ -
b. Business Building HVAC	61,200	-
c. Carr Health Roof - Women's Locker Room	30,000	-
d. Faculty Hall HVAC	22,500	-
e. Applied Science HVAC	59,500	-
f. Repair Purcell Tennis Courts	50,000	-
g. Scorers' Stand - Purcell Tennis Courts	10,000	-
h. Expo Center Light Ballasts	18,000	-
i. Stewart Stadium Tower Roof	20,000	-
j. President's Box - Install Blinds	6,000	-
k. Stewart Stadium Ceiling Tiles	15,000	-
l. Breathitt HVAC	275,000	-
m. Renovate Home Management House	35,000	-
n. Expo Center Roof	210,300	-
o. Business Building Roof	100,000	-
p. Racer Arena Ventilation Fans	50,000	-
q. Murray Civic Center	425,000	-
	-----	-----
Total	\$ 1,467,500	\$ -
	-----	-----
II. Transfer to Unexpended Plant Fund:		
a. Expo Center Arena Fence	\$ (14,200)	\$ -
b. Doyle Fine Arts Roof	(71,500)	-
c. Carr Health - North Gym Floor	(87,450)	-
d. Curris Center Roof	-	(79,400)

MURRAY STATE UNIVERSITY
 NOTES TO FINANCIAL REPORT (cont.)
 For the Period July 1, 1990 through December 31, 1990

Note 9. Transfers from/(to) Plant Funds (cont.)

	Unrestricted Educational and General	Unrestricted Auxiliaries
	-----	-----
II. Transfer to Unexpended Plant Fund (cont.):		
e. Repair Purcell	\$	\$
Tennis Courts	(50,000)	-
f. Purchase Property	(123,000)	-
g. Racer Arena		
Ventilation Fans	(50,000)	-
h. Doyle Fine Arts		
Exterior Repairs	(102,600)	-
i. Winslow Cafeteria		
Upgrade Electrical		
System	-	(20,000)
j. Richmond Hall Roof	-	(5,800)
k. Business Building		
Roof	(7,300)	-
l. Richmond Hall		
Waterline	-	(50,000)
m. Murray Civic		
Center	(425,000)	-
Total	\$ (931,050)	\$ (155,200)
	-----	-----
II. Transfer from Unexpended Plant Fund:		
a. Residual Funds -		
Housing Office		
Addition	\$ -	\$ 1,598
	-----	-----
	\$ -	\$ 1,598
	-----	-----



Murray State University

Investment Report

FOR THE PERIOD
July 1, 1990 - December 31, 1990

SUBMITTED TO
THE PRESIDENT
AND
BOARD OF REGENTS
February 1-2, 1991



Murray State University

Murray, Ky. 42071

January 17, 1991

President Ronald J. Kurth and
Members of the Board of Regents
Murray State University
Murray, KY 42071

Dear President Kurth and Members of the Board:

Attached is the Investment Report of Murray State University
for the period July 1, 1990 through December 31, 1990.

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Summary of Investment Earnings by Fund	1
Summary of Investment Earnings by Fund and Fund Accounts	2
Schedule of Investment Activity	3-6
Notes to Investment Report	7-10

Edward E. West
Edward E. West
Interim Coordinator
of University Relations
and Administrative Services

Thomas W. Denton
Thomas W. Denton
Director for
Accounting and
Financial Services

nch

cc: Dr. James L. Booth, Provost and Vice President for Academic
and Student Affairs

MURRAY STATE UNIVERSITY
SUMMARY OF INVESTMENT EARNINGS BY FUND
For the Period July 1, 1990 through December 31, 1990

	Current Funds	Endowment Funds	Plant Funds	Total
	-----	-----	-----	-----
Investment Earnings to Date	\$ 714,762 =====	\$ 20,416 =====	\$ 413,933 =====	\$1,149,111 =====
Composite Interest Rates*	8.08% =====	8.10% =====	8.30% =====	8.16% =====

*Computation does not include money market earnings or gains(losses) on investments.

MURRAY STATE UNIVERSITY
SUMMARY OF INVESTMENT EARNINGS
BY FUND AND FUND ACCOUNTS
For the Period July 1, 1990 through December 31, 1990

	Earnings To Date 1990-91	Earnings To Date 1989-90
	-----	-----
CURRENT FUNDS		
Local Bank Accounts Interest (Peoples Bank)	\$ 144,151	\$ 109,622
Consolidated Educational Revenue Fund (Frankfort)	497,165	539,644
Housing and Dining Revenue Fund (Frankfort)	73,446	77,452
	-----	-----
Total Current Funds	\$ 714,762	\$ 726,718
	=====	=====
ENDOWMENT FUND		
Endowed Chair	\$ 20,416	\$ 19,557
	-----	-----
Total Endowment Fund	\$ 20,416	\$ 19,557
	=====	=====
PLANT FUNDS		
Consolidated Educational Renewal and Replacement (Frankfort)	\$ 77,587	\$ 56,683
Unexpended Plant (Frankfort)	96,814	159,705
Asbestos/PCB Bonds (Frankfort)	46,621	79,274
Retirement of Indebtedness (Trustee-Citizens Fidelity)		
Consolidated Educational Sinking Fund	128,450	142,900
Consolidated Educational Series G Arbitrage Rebate Fund	3,515	N/A
Housing and Dining Sinking Fund	33,650	45,906
Housing and Dining Repair and Maintenance Fund	27,296	34,275
	-----	-----
Total Plant Funds	\$ 413,933	\$ 518,743
	=====	=====

MURRAY STATE UNIVERSITY
CURRENT FUNDS
SCHEDULE OF INVESTMENT ACTIVITIES
For the Period July 1, 1990 through December 31, 1990

Type of Investment	Maturity	Term	Days Interest Earned	Yield	Cost	1990-91 Earnings

EDUCATIONAL AND GENERAL						

Interest on Local Bank Accounts						

Peoples Bank		continuous		Daily rate per overnight		
				Peoples Bank balances		\$ 144,151

Total Local Bank Accounts interest earnings to date						\$ 144,151
						=====
Consolidated Educational Revenue Fund (Frankfort)						

Repurchase Agreement	08/15/90	92 days	45 days	8.225%	\$ 337,100	\$ 3,466
Repurchase Agreement	08/15/90	76 days	45 days	8.125%	750,000	7,617
Commercial Paper	08/31/90	91 days	60 days	8.354%	3,899,992	54,302
Commercial Paper	09/14/90	91 days	74 days	8.275%	3,174,480	54,000
Repurchase Agreement	09/26/90	92 days	87 days	8.160%	650,000	12,818
Repurchase Agreement	09/26/90	76 days	76 days	8.100%	1,000,000	17,100
Commercial Paper	10/15/90	61 days	61 days	7.889%	3,349,390	44,773
Repurchase Agreement	11/15/90	76 days	76 days	7.880%	2,500,000	41,589
Commercial Paper	11/30/90	91 days	91 days	7.957%	2,499,723	50,278
Commercial Paper	12/14/90	77 days	77 days	8.201%	2,948,282	51,718
Commercial Paper	01/11/91	105 days	95 days	8.128%	2,598,399	55,734
Commercial Paper	01/31/91	108 days	78 days	8.039%	3,499,597	60,958
Repurchase Agreement	11/30/90	30 days	30 days	7.770%	1,850,000	11,979
Commercial Paper	02/15/91	77 days	32 days	8.409%	3,499,069	26,153
Repurchase Agreement	01/15/91	26 days	12 days	7.200%	1,950,000	4,680

Total Consolidated Educational Revenue Fund interest earnings to date						\$ 497,165
						=====
Total Current Funds Educational and General interest earnings to date						\$ 641,316
						=====
AUXILIARY ENTERPRISES						

Housing and Dining Revenue Fund (Frankfort)						

Repurchase Agreement	07/16/90	31 days	15 days	8.100%	\$ 600,000	\$ 2,025
Repurchase Agreement	09/15/90	31 days	31 days	7.910%	600,000	3,955
Commercial Paper	10/31/90	33 days	33 days	8.140%	3,299,380	24,620
Repurchase Agreement	11/30/90	30 days	30 days	7.770%	3,100,000	20,072
Commercial Paper	01/15/91	46 days	32 days	8.542%	2,999,263	22,774

Total Housing and Dining Revenue Fund interest earnings to date						\$ 73,446
						=====
Total Auxiliary Enterprises interest earnings to date						\$ 73,446
						=====
Total Current Funds interest earnings to date						\$ 714,762
						=====

MURRAY STATE UNIVERSITY
 ENDOWMENT FUND
 SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
 For the Period July 1, 1990 through December 31, 1990

Type of Investment	Maturity	Term	Days Interest Earned	Yield	Cost	1990-91 Earnings

ENDOWED CHAIR						

Certificate of Deposit	05/11/91	365 days	184 days	8.150%	\$ 250,000	\$ 10,271
Certificate of Deposit	05/16/91	365 days	184 days	8.050%	250,000	10,145

Total Endowed Chair interest earnings to date						\$ 20,416
						=====
Total Endowment Fund interest earnings to date						\$ 20,416
						=====

MURRAY STATE UNIVERSITY
PLANT FUNDS
SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
For the Period July 1, 1990 through December 31, 1990

Type of Investment	Maturity	Term	Days Interest Earned	Yield	Cost	1990-91 Earnings
Consolidated Educational Renewal and Replacement (CERR)						
Commercial Paper	08/16/90	92 days	47 days	8.272%	\$ 1,306,386	\$ 14,108
Repurchase Agreement	08/15/90	41 days	41 days	8.225%	1,246,000	11,956
Repurchase Agreement	10/16/90	62 days	62 days	7.880%	576,000	7,817
Repurchase Agreement	02/14/91	182 days	137 days	7.750%	1,334,000	39,343
Repurchase Agreement	12/17/90	62 days	62 days	7.850%	273,500	3,697
Repurchase Agreement	03/18/91	91 days	15 days	7.050%	227,000	666
Total Consolidated Educational Renewal and Replacement interest earnings to date						\$ 77,587
Unexpended Plant Funds/Series G Bonds						
Commercial Paper	07/16/90	61 days	16 days	8.101%	\$ 2,365,000	\$ 8,515
Repurchase Agreement	10/16/90	92 days	92 days	7.970%	2,367,000	48,210
Repurchase Agreement	12/17/90	62 days	62 days	7.850%	2,414,000	32,636
Repurchase Agreement	01/17/91	29 days	15 days	7.310%	2,447,000	7,453
Total Unexpended Plant interest earnings to date						\$ 96,814
Unexpended Plant Funds/Asbestos-PCB Bonds						
Repurchase Agreement	12/31/91	1026 days	184 days	10.477%	\$ 870,661	\$ 46,621
Total Asbestos/PCB Bonds interest earnings to date						\$ 46,621
RETIREMENT OF INDEBTEDNESS FUND						
Consolidated Educational Sinking Fund						
Money Market Securities	06/30/91	365 days		Various	\$ 3,313,261	\$ 128,450
Total Consolidated Educational Sinking Fund interest earnings to date						\$ 128,450
Consolidated Educational Series G Arbitrage Rebate Fund						
Money Market Securities	06/30/91	365 days		Various	\$ 93,354	\$ 3,515
Total Consolidated Educational Series G Arbitrage Fund interest earnings to date						\$ 3,515

MURRAY STATE UNIVERSITY
PLANT FUNDS
SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
For the Period July 1, 1990 through December 31, 1990

Type of Investment	Maturity	Term	Days Interest Earned	Yield	Cost	1990-91 Earnings

RETIREMENT OF INDEBTEDNESS FUND (cont.)						

Housing and Dining Sinking Fund						

U.S. Treasury Notes	08/21/91	730 days	184 days	8.090%	\$ 678,406	\$ 28,050
Money Market Securities	06/30/91	365 days		Various	6,976	5,600

Total Housing and Dining Sinking Fund interest earnings to date						\$ 33,650
						=====
Housing and Dining Repair and Maintenance Reserve Fund						

U.S. Treasury Notes	08/31/91	730 days	184 days	8.090%	\$ 613,559	\$ 25,369
Money Market Securities	06/30/91	365 days		Various	60,637	1,927

Total Housing and Dining Repair and Maintenance Reserve Fund interest earnings to date						\$ 27,296
						=====
Total Plant Funds interest earnings to date						\$ 413,933
						=====

MURRAY STATE UNIVERSITY
 NOTES TO INVESTMENT REPORT
 For the Period July 1, 1990 through December 31, 1990

Note 1. BASIS OF REVENUE RECOGNITION

Accrual basis accounting is used to recognize interest earnings on the Investment Report.

Note 2. DEPOSITS AND INVESTMENTS

The University currently uses commercial banks and the Commonwealth of Kentucky for its depositories. Deposits with commercial banks are covered by Federal depository insurance or collateral held by the bank in the University's name. University funds deposited with the State Treasurer are pooled with funds from other state agencies. These state pooled deposits are substantially covered by Federal depository insurance or by collateral held by the state in the state's name. The investments of the University not held in the state investment pool are insured, registered, or held by the University or by an agent of the University.

Below is a summary of investments held by the University.

	12/31/90 Carrying Amount	12/31/89 Carrying Amount
U.S. Government Securities	\$ 1,291,965	\$ 1,291,965
Certificates of Deposit	500,000	506,405
Money Market Securities	3,474,228	3,331,942
Repurchase Agreements	3,317,661	5,120,688
Subtotal:	\$ 8,583,854	\$ 10,251,000
Investment in state investment pool	\$ 16,107,328	\$ 15,291,985
Total Investments	<u>\$ 24,691,182</u>	<u>\$ 25,542,985</u>

Note 3. CURRENT FUNDS - LOCAL BANK ACCOUNT

Per banking contract with People's Bank, interest earnings are based on 100% of the overnight federal funds rate.

Interest earnings may be expended in Current Fund.

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1990 through December 31, 1990

Note 4. CONSOLIDATED EDUCATIONAL BUILDING AND REVENUE BOND FUND (CEBRB)

This fund was created, as result of the trust indenture established when the first Consolidated Educational Building and Revenue Bonds were sold in the 1960's, to deposit tuition and fees in order to provide funds to service the principal and interest debt requirements of each series of aforementioned bonds. The fund also supports the Educational and General Fund operations.

The University Finance and Administrative Services personnel have the authority to instruct the Commonwealth of Kentucky Office of Financial Management and Economic Analysis to invest available funds of the CEHRB into government securities and/or Repurchase Agreements for a particular term.

All interest earnings are transferred to Consolidated Educational Renewal and Replacement (CERR) at the end of each fiscal year according to Board of Regents policy dated March 1982. The earnings are then used according to the Board's approval for renewal and replacement projects.

Note 5. AUXILIARY FUNDS - HOUSING AND DINING REVENUE FUND

This fund was created, as a result of the trust indenture established when the first Housing and Dining System Revenue Bonds were sold in the 1960's, to deposit all auxiliary income in order to provide funds to service the principal and interest debt requirement of each series of aforementioned bonds. The fund also supports the Auxiliary Fund Operations.

Invested earnings may be expended in Current Unrestricted Auxiliary Fund.

Note 6. ENDOWMENT FUND INVESTMENTS

During 1987, the University was awarded \$500,000 by the Commonwealth of Kentucky for an Endowed Chair for Eco-Systems Studies. One of the requirements of the award was that the University secure \$500,000 in matching funds from private sources. In order to meet this requirement on a timely basis, the MSU Foundation pledged the investment earnings from \$500,000 in their Current Unrestricted Funds until such time as private funds are raised for this purpose.

University discretion, within the Board policy, is used to invest these funds. The earnings are matched by the Murray State University Foundation. Ten percent of the total earnings are returned to the investment pool. Ninety percent of the earnings are transferred to the Endowed Chair grant for program expenditures.

Note 7. CONSOLIDATED EDUCATIONAL RENEWAL AND REPLACEMENT (CERR)

As established by the Board of Regents in March 1982, CERR provides a plant fund sub-group so that funds transferred from CEHRB could be accumulated for future projects of repair and renovation.

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1990 through December 31, 1990

Note 7. CONSOLIDATED EDUCATIONAL RENEWAL AND REPLACEMENT (CERR) (cont.)

The University invests the proceeds in the same manner as CEBRB in Note 4.

Interest earnings remain within the fund for future projects.

Note 8. UNEXPENDED PLANT FUNDS - SERIES G REVENUE BOND

This capital construction clearing account holds the proceeds from the University's Series G bond sale until such time as they are needed for specific capital construction projects.

The University issued \$14,785,000 in Series G revenue bonds dated December 1, 1987. The proceeds are to be used to pay costs of repair, renovation, construction or addition to buildings on the campus of Murray State University that are and shall be a part of the Consolidated Educational Building Project. This project was established and created by the Board of Regents on April 20, 1961.

The University invests the proceeds in the same manner as CEBRB in Note 4.

Interest earnings on Series G can be spent on the Industry and Technology Building project or any other Educational and General project the Board and State approves.

Note 9. UNEXPENDED PLANT FUNDS - PCB/ASBESTOS REMOVAL

In December 1988, the University received the partial proceeds of state-issued bonds for the purpose of funding the removal of asbestos and polychlorinated biphenols (PCB's) from University property. Cash and bonds payable in the amount of \$1,660,000 were assigned to the University. The University is required to make semi-annual payments of principal and interest in varying amounts through August 2008.

The State invests these proceeds without input from the University.

Interest earnings can be spent on the Abatement Project.

Note 10. RETIREMENT OF INDEBTEDNESS - CONSOLIDATED EDUCATIONAL SINKING FUND (CESF)

This fund was created, as a result of the first trust indenture established when the Consolidated Educational Building and Revenue Bonds were sold in the 1960's, to provide a sinking fund to pay debt principal and interest expense on all related CEBRB bonds.

The trustee invests the funds in money market, government securities and, occasionally, repurchase agreements. The trustee determines the investment policy for this fund.

Interest earnings are used to reduce the amount of semi-annual debt service transferred from University Unrestricted

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1990 through December 31, 1990

Note 10. RETIREMENT OF INDEBTEDNESS - CONSOLIDATED EDUCATIONAL SINKING FUND (CESF) (cont.)

Educational and General Fund to this sinking fund. Bond requirements mandate a minimum reserve of \$3,243,241.

Note 11. RETIREMENT OF INDEBTEDNESS - HOUSING AND DINING SINKING FUND

This fund was created, as a result of the establishment of the trust indenture in Note 5, to provide a fund to pay for extraordinary repairs, not paid from the Auxiliary Fund, to the Housing and Dining System buildings.

The trustee invests the funds in the same manner as CESF in Note 10.

Interest earnings are retained in the fund for future use. Bond requirements mandate a minimum reserve of \$550,000.

MURRAY STATE UNIVERSITY SALARY ROSTER

AS OF

JANUARY 1, 1991

Effective Date of Information

January 1, 1991

This report includes information on regular, full-time and part-time employees. It has been prepared from Personnel Services' records as of the effective date of the report.

This information is a matter of public record, however, to protect the individual and the individual's right of privacy, it is requested that you do not share or display publicly this information.

EXPLANATION OF CODES

TYPE

Code

1
2

Type of Employment

Full-time
Part-time

PERIOD

Code

1 - 12

Number of Months Employed in a Fiscal Year

1 - 12 months

TERMINATION

Code

1
2
3
4
5
6
7
8
9

Reason for Termination

Resigned
Retirement
Discharged
Quit without notice
Termination of contract
Termination of temporary employment
Termination of grant
Reduction in force
Death

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ADAMS	JOHN	ASSOCIATE PROFESSOR	ENGLISH	670901	1	10	0035361
ADAMS	SUSAN	LIBRARY ASSISTANT II	LIBRARY	830502	1	12	0017968
ADAMS	LORI	ADMINISTRATIVE SECRETARY I	HONORS PROGRAM	891024	1	12	0011955
ADAMS	BONNIE	DEPARTMENT SECRETARY II	SPECIAL EDUCATION	780616	1	11	0013614
ADAMS	ROBERT	TECH REPAIR MICROCOMPUTER	INFORMATION SYSTEMS	901126	1	12	0022500
ADAMS	GRISELDA	ADMINISTRATIVE SECRETARY II	PHYSICAL PLANT	720901	1	12	0017268
ADAMS	EDDIE	ASSOCIATE PROFESSOR LWOPAY	INDUSTRIAL ED & TECHNOLOGY	680901	1	10	0040346
ADELMAN	FRANK	ASSOCIATE PROFESSOR/COORD	INDUSTRIAL ED & TECHNOLOGY	780801	1	10	0038485
ADLICH	SANDRA	CUSTODIAN	PHYSICAL PLANT	890327	1	12	0010683
AINSWORTH	CAROL	ADMINISTRATIVE SECRETARY I	ACADEMIC AND STUDENT AFFAIRS	881121	1	12	0012363
ALBERT	LARRY	ENGINEER MSU TV	JOURNALISM RADIO/TV	851001	1	12	0032567
ALDERDICE	NANCY	VISITING LECTURER	COMPUTER STUDIES	890801	1	10	0024101
ALDERSON	CAROLYN	TECHNICIAN ASST AGR LAB	BREATHITT VETERINARY CENTER	780410	1	12	0021658
ALEXANDER	SUSAN	LABORATORY ASSISTANT SENIOR	BREATHITT VETERINARY CENTER	881101	1	12	0014103
ALEXANDER	SARA	ADMINISTRATIVE SECRETARY II	PERSONNEL SERVICES	710714	1	12	0014940
ALEXANDER	BARBARA	CLERK MAIL	POSTAL SERVICES	811130	1	12	0012907
ALEXANDER	REBECCA	COOK	FOOD SERVICE	890324	1	09	0009402
ALEXANDER	SALLY	SECRETARY	WRATHER W KY MUSEUM	770815	1	12	0014861
ALLBRITTEN	ELDON	CUSTODIAN	PHYSICAL PLANT	810531	1	12	0013073
ALLBRITTEN	GLORIA	CLERK LIBRARY	LIBRARY	770606	1	12	0012795
ALLBRITTEN	WILLIAM	DIRECTOR ASSOCIATE PROFESSOR	COUNSELING & TESTING CENTER	750701	1	12	0040260
ANDERSON	LARRY	DIRECTOR ASSIST FOR ENV.S&H	PHYSICAL PLANT	790924	1	12	0030717
ANDERSON	BUFORD	PROFESSOR	PHYSICS & ASTRONOMY	630515	1	10	0042600
ANDERSON	JEFFREY	ASSOCIATE PROFESSOR	CHEMISTRY	830801	1	10	0035000
ANDERSON	THAYLE	PROFESSOR	ENGLISH	700901	1	10	0035099
ARMSTRONG	JACQUELINE	BAKER	FOOD SERVICE	760816	1	12	0014592
AUER	THOMAS	DEAN & PROFESSOR	INDUSTRY & TECHNOLOGY	860101	1	12	0067273
AUSTIN	FAYE	VISITING ASSISTANT PROFESSOR	NURSING	900828	1	10	0032000
BADGER	ROBERT	SERVICEMAN B	PHYSICAL PLANT	791126	1	12	0020043
BAILEY	SHARION	EXECUTIVE SECRETARY	PRESIDENT'S OFFICE	820315	1	12	0018092
BAILEY	DORTHA	LIBRARY ASSISTANT II	LIBRARY	850819	1	12	0017968
BAILEY	GENE	ASSISTANT PROFESSOR	GRAPHIC ARTS TECHNOLOGY	690901	1	10	0034021
BAILEY	ERNIE	ASSISTANT PROFESSOR	LIBRARY	710816	1	12	0028007
BAILEY	LAUREL	CLERK LIBRARY	LIBRARY	790701	1	12	0013452
BARRETT	KIMBERLY	COUNSELOR/INSTRUCTOR	COUNSELING & TESTING CENTER	890103	1	10	0025365
BARRETT	MARILYN	LIBRARY ASSISTANT II	LIBRARY	640701	1	12	0019860
BARRETT	TERRY	PROFESSOR	PSYCHOLOGY	750801	1	10	0041384
BARROW	MARY	ADMINISTRATIVE SECRETARY I	ACADEMIC AND STUDENT AFFAIRS	880516	1	12	0012420
BARROW	DOROTHY	COORD DEVELOP RESEARCH	MSU FOUNDATION	710517	1	10	0018000

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BARTLETT	MARY	ADMINISTRATIVE SECRETARY II	ACCOUNTING/FINANCIAL SERVICE	760719	1	12	0016178
BARTOLUCCI	LUIS	ASSOCIATE PROFESSOR	GEOSCIENCES	860101	1	10	0044000
BARTON	BETTY	DEPARTMENT SECRETARY II	GRAPHIC ARTS TECHNOLOGY	880815	1	12	0012223
BARTON	RUFUS	ASSOCIATE PROFESSOR	MANAGEMENT & MARKETING	680901	1	10	0040000
BATES	KAREN	ASSOCIATE PROFESSOR	MUSIC	780801	1	10	0034395
BATTS, JR.	ROBERT	CHAIR INT ASSOC PROFESSOR	COMPUTER STUDIES	750801	1	12	0057183
BAURER	JAMES	DIRECTOR	CURRIS CENTER ADMINISTRATION	811214	1	12	0036000
BAURER	PHYLLIS	ANALYST PROGRAMMER	INFORMATION SYSTEMS	770110	1	12	0023790
BAUST	JOSEPH	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	780801	1	10	0035357
BEAHAN	CHARLOTTE	ASSOCIATE PROFESSOR	HISTORY	800801	1	10	0032696
BEANE	ALLAN	PROFESSOR	SPECIAL EDUCATION	771031	1	10	0040477
BEANE	LINDA	SECRETARY	CLINICAL SERVICES	821020	2	12	0007548
BEASLEY	TROY	PROFESSOR	HISTORY	650901	1	10	0039667
BEATTY	DURWOOD	PROFESSOR	AGRICULTURE	680901	1	10	0043265
BEGLEY	THOMAS	ASSOCIATE PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	760801	1	10	0035308
BELCHER	MARTHA	COOK	FOOD SERVICE	780814	1	12	0013489
BELL	MARILYN	BOOKKEEPER	UNIVERSITY STORE	880229	1	12	0013924
BELL	WAYNE	PROFESSOR	MATHEMATICS	760801	1	10	0039300
BENNETT	DONALD	CHAIR PROFESSOR	MATHEMATICS	700901	1	12	0055000
BENNETT	DEBBIE	CLERK EXPEDITOR/PURCHASE ORD	PURCHASING	860915	1	12	0013013
BENRITER	WILLIAM	DIRECTOR	FOOD SERVICE	880601	1	12	0038368
BENSON	JANE	SYSTEMS ANALYST	MARC	900101	1	12	0004590
BENTON	CLAIRE	MANAGER TICKET	ATHLETIC TICKET OFFICE	680911	1	12	0020412
BENTON	TERRI	MANAGER UNIT	FOOD SERVICE	870801	1	12	0022345
BERBERICH	LOUIS	OPERATOR WEB PRESS	PRINTING SERVICES	891023	1	12	0013393
BERENDT	CLARA	CUSTODIAN	PHYSICAL PLANT	900618	1	12	0010127
BERGHOLTZ	MELISSA	CLERK TYPIST II	CENTER OF RESERVOIR RESEARCH	880901	1	12	0012500
BEYER	VICTORIA	VISITING LECTURER	ENGLISH	900801	1	10	0023000
BEYER	LOUIS	PROFESSOR	PHYSICS & ASTRONOMY	670115	1	10	0048700
BIBY	HOWARD	ASSISTANT DIRECTOR	RESIDENCE HALLS	880722	1	12	0023110
BILLINGTON	GAYLE	BOOKKEEPER	DEBIT CARD ACCOUNT	900110	1	12	0012707
BILYEU	RUDY	GROUNDSKEEPER	PHYSICAL PLANT	900701	1	12	0011087
BISHOP	STEVE	ASSISTANT PROFESSOR	ART	790801	1	10	0028618
BLACK	RANDALL	INSTRUCTOR	MUSIC	860801	1	10	0030148
BLACK	PATSY	CASHIER	FOOD SERVICE	900111	1	09	0009252
BLACK	LINDA	BAKER	FOOD SERVICE	871101	1	12	0009889
BLACK	JOETTE	CLERK TYPIST I	ALUMNI/DEVELOPMENT RECORDS	840823	1	12	0011461
BLACK	MARY	TECHNICIAN BINDERY	LIBRARY	811026	1	12	0012175
BLACK	FRANKLIN	MANAGER TELECOMMUNICATIONS	TELECOMMUNICATIONS SUPPORT	810202	1	12	0027206

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BLACKBURN	DAVID	ASSISTANT DIRECTOR	RESIDENCE HALLS	840716	1	12	0023527
BLODGETT	ELIZABETH	CHAIR ASSOCIATE PROFESSOR	SPECIAL EDUCATION	770801	1	12	0043055
BLYDEN JR	RONALD	GRAPHICS SIGN DESIGNER	PHYSICAL PLANT	840109	1	12	0014786
BOARD	RICHARD	MECHANIC AUTO	MOTOR POOL	901112	1	12	0013947
BOAZ	MARY	COORDINATOR	PADUCAH CENTER	881201	1	12	0022425
BOGAL-ALLBRITTE	ROSEMARIE	PROFESSOR/DIR SOCIAL WORK	SOCIOLOGY & ANTHROPOLOGY	770801	1	10	0038984
BOGART	BONNIE	ADMINISTRATIVE SECRETARY II	UNIVERSITY BUDGET OFFICE	680601	1	12	0017128
BOGGESS	JAMES	SERVICEMAN A	PHYSICAL PLANT	800602	1	12	0023274
BOGGESS	GARY	DEAN & PROFESSOR	COLLEGE OF SCIENCE	660901	1	12	0068804
BOMAR	CAROLYN	COORDINATOR PRODUCTION	FOOD SERVICE	790813	1	09	0013407
BOMBA	PATRICIA	MANAGER SYSTEM/PROGRAMMER	MID AMERICA REMOTE CENTER	870701	1	12	0021800
BONDS	BILLY	CUSTODIAN	RESIDENCE HALLS	870914	1	12	0011068
BOOTH	JAMES	PROVOST/VICE PRES/PROFESSOR	ACADEMIC AND STUDENT AFFAIRS	760801	1	12	0082000
BOSS	ANITA	VISITING ASSISTANT PROFESSOR	NURSING	890801	1	10	0026725
BOSSING	LEWIS	CHAIR PROFESSOR	ELEMENTARY & SECONDARY ED	750801	1	12	0050789
BOWLING	CHARLES	CUSTODIAN	PHYSICAL PLANT	850520	1	12	0011594
BOYCE	RONALD	PT TRK COACH/ASST CONC MGR	MEN'S TRACK/ATHLETIC CONC	900701	2	12	0006000
BOYD	KAREN	PROFESSOR	ART	670901	1	10	0041940
BOYD	MARK	HERDSMAN DAIRY	DAIRY	850515	1	12	0020719
BRAMLETT	ROBERT	SERVICEMAN A	PHYSICAL PLANT	740816	1	12	0023740
BRANDON	DANNY	GROUNDSKEEPER	PHYSICAL PLANT	770606	1	12	0014069
BRANNON	TONY	ASSISTANT PROFESSOR	AGRICULTURE	880801	1	10	0030470
BRASFIELD	DAVID	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	860801	1	10	0036225
BRAY	PATRICIA	DEPARTMENT SECRETARY II	MUSIC	880808	1	12	0012089
BREAZEALE	KELLY	ASSISTANT COACH	WOMEN'S BASKETBALL	890821	1	12	0019827
BREEDING	BRUCE	ASSISTANT PROFESSOR	COMPUTER STUDIES	880801	1	10	0054852
BRITT, JR.	GEORGE	ASSISTANT PROFESSOR	MATHEMATICS	640901	1	10	0033600
BROCK	MARK	PAINTER/FURNITURE REFINISH	PHYSICAL PLANT	860801	1	12	0014095
BROCKWAY	GARY	PROFESSOR	MANAGEMENT & MARKETING	760801	1	10	0050650
BROOKHISER	JUDY	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	900101	1	10	0031024
BROUGHTON	JAMES	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	890801	1	10	0031065
BROWN	STEPHEN	PROFESSOR	MUSIC	820801	1	10	0039108
BROWN	NADYA	VISITING ASSISTANT PROFESSOR	ART	900801	1	10	0025400
BROWN	MARY	SPECIALIST LIB DATA SYSTEMS	LIBRARY	610612	1	12	0020711
BROWN	TRACEY	ASSISTANT LABORATORY SR	BREATHITT VETERINARY CENTER	901112	1	12	0013079
BROWN	MARGARET	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	900710	1	10	0025700
BROWNFIELD	GEORGIA	VISITING LECTURER	MATHEMATICS	890801	1	10	0017800
BRYAN	ROBERT	PRODUCER JAZZ OPERATOR ASST	WKMS-FM RADIO	801001	1	12	0023288
BRYAN, JR.	PHILLIP	DEAN/INTERIM COORD STUD AFF	ADMISSIONS & RECORDS	740501	1	12	0054000

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BUCHANAN	BILLY	GROUNDSKEEPER	PHYSICAL PLANT	820908	1	12	0013370
BUCY	MICHAEL	COORDINATOR MATERIALS CONT	PHYSICAL PLANT	860217	1	12	0019227
BUGG	ANITA	DIRECTOR NEWS PUBLIC AFFAIRS	WKMS-FM RADIO	880711	1	12	0019000
BULACH	CLETUS	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	900801	1	10	0037400
BURCH	EUGENE	CARPENTER A	PHYSICAL PLANT	730402	1	12	0020484
BURKEEN	EUEL	CUSTODIAN	RESIDENCE HALLS	750310	1	12	0013009
BURKEEN	OLETA	ASSOCIATE PROFESSOR	NURSING	770801	1	10	0034300
BURKEEN	DEBORAH	WORKER SERVING LINE	FOOD SERVICE	860825	1	09	0009091
BURNETT	KATHY	DEPARTMENT SECRETARY I	SPECIAL EDUCATION	891016	1	12	0011161
BURNLEY	BILLY	ASSISTANT PROFESSOR	PHYSICS & ASTRONOMY	650901	1	10	0034650
BURRESS	MITZI	CLERK ACCOUNTING II	ACCOUNTING/FINANCIAL SERVICE	871207	1	12	0012610
BURTON	RONALD	CUSTODIAN	PHYSICAL PLANT	880516	1	12	0010937
BURTON	BILLIE	COORD ADULT OUTREACH/BIS ADV	BIS DEGREE\ADULT OUTREACH	790801	1	12	0026339
BUSHWAY	SHIRLEY	CASHIER	FOOD SERVICE	820816	1	09	0010618
BYERS	FAYE	LABORATORY ASSISTANT SENIOR	BREATHITT VETERINARY CENTER	791105	1	12	0016187
BYLASKA	WILLIAM	DIRECTOR	UNIVERSITY BUDGET OFFICE	890821	1	12	0047040
CAIN	JULIA	CLERK CONFIRMATION PUR ORDER	PURCHASING	871005	1	12	0012130
CAIN	CAMME	CLERK TYPIST I	COMMUNITY EDUCATION	901119	1	12	0010397
CALL	WILLIAM	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	690701	1	10	0034863
CAMPBELL	MARLENE	ASSOCIATE PROFESSOR	COMPUTER STUDIES	840801	1	10	0045337
CAMPBELL	RICHARD	SUPERVISOR UTILITIES MAINTEN	BREATHITT VETERINARY CENTER	861015	1	12	0019440
CANERDY	TERRY	ASSOCIATE PROFESSOR/DIRECTOR	ANIMAL HEALTH TECHNOLOGY	840801	1	12	0046894
CANTRELL	GRADY	PROFESSOR/COORD SCI RES CEN	MATHEMATICS	690701	1	10	0040050
CANUP	WANDA	CASHIER	FOOD SERVICE	810105	1	09	0010599
CARLIN	JAMES	PROFESSOR	ELEMENTARY & SECONDARY ED	690901	1	10	0037974
CARLTON	JOYCE	CUSTODIAN	PHYSICAL PLANT	800206	1	12	0012646
CARPENTER	CHARLES	ASSISTANT COACH	FOOTBALL	870112	1	12	0033422
CARPENTER	FLOYD	ASSOCIATE PROFESSOR	ACCOUNTING	870801	1	10	0051470
CARR	ANN	ASSOCIATE PROFESSOR	HOME ECONOMICS	660901	1	10	0034521
CARRAWAY	PEGGY	RECEPTIONIST HALL	RESIDENCE HALLS	890821	2	09	0005933
CARSTENS	KENNETH	PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	780801	1	10	0037724
CARTER	DEBORAH	DEPARTMENT SECRETARY II	COMPUTER STUDIES	891130	1	12	0012068
CARTER	ANDREA	CUSTODIAN	PHYSICAL PLANT	830912	1	12	0012437
CARTER	IRENE	CUSTODIAN	PHYSICAL PLANT	840130	1	12	0010961
CARTER	LOIS	SECRETARY/MGT INFO SPEC	W KY SMALL BUSINESS DEV CENT	890807	1	12	0011161
CARTNER	MICHAEL	CONSULTANT MANAGEMENT	W KY SMALL BUSINESS DEV CENT	851101	1	12	0031008
CARTWRIGHT	JOSEPH	CHAIR PROFESSOR	HISTORY	700901	1	12	0054580
CASPER	ROSEMARY	VISITING ARTIST	SPEECH COMMUNICATION THEATRE	890801	1	10	0025000
CASSIDY	CAROLE	CASHIER	FOOD	800827	1	12	0015154

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
CASSIDY	DAVID	MANAGER UNIT	FOOD SERVICE	810105	1 12	0021800
CATES	DONNA	DEPARTMENT SECRETARY II	OFFICE SYSTEMS & BUSINESS ED	820816	1 12	0013562
CELLA	CHARLES	CHAIR PROFESSOR	ENGLISH	680901	1 12	0051525
CELLA	DORIS	COORDINATOR/INSTRUCTOR	LEARNING CENTER	780701	1 10	0024852
CHALLY	LOUISE	CLERK TYPIST I	NURSING	891211	1 10	0010050
CHAMBERLAIN	DARNLEY	ASSISTANT PROFESSOR	ACCOUNTING	771215	1 10	0039801
CHANEY	JOSEPH	ASSISTANT PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	870801	1 10	0030523
CHAPMAN	CATHY	VISITING INSTRUCTOR	MSU FOUNDATION/DEPT ACCT	900801	1 12	0021000
CHENG	TSZ (LOUIS	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	890701	1 10	0051692
CHOATE	ALVIN	MANAGER ACCOUNTING	ACCOUNTING/FINANCIAL SERVICE	830307	1 12	0032177
CHRISTOPHEL	ROBERT	ASSISTANT COACH	FOOTBALL	860201	1 12	0021336
CLAIBORNE	DANIEL	ASSISTANT PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	850801	1 10	0029219
CLARK	ARMIN	PROFESSOR	GEOSCIENCES	610801	1 10	0037900
CLARK	BETH	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	870801	1 10	0030309
CLARK	LINDA	ASSOCIATE PROFESSOR MLWOPAY	NURSING	900801	1 10	0034000
CLARK	LAURA	TECHNICIAN AGR LABORATORY	BREATHITT VETERINARY CENTER	790801	1 12	0019584
CLARK	DORIS	SPECIALIST LEARNING	UPWARD BOUND	880122	1 12	0018346
CLARKSON	ERIC	ASSISTANT PROFESSOR	MATHEMATICS	860801	1 10	0031300
CLEMENT	PATRICIA	COORDINATOR MEDIA	FACULTY RESOURCE CENTER	830801	2 11	0010999
CLEMENT	RONALD	PROFESSOR/EDITOR OF COLL PUB	MANAGEMENT & MARKETING	820801	1 10	0060170
CLOYS	MARGARET	DEPARTMENT SECRETARY II	HISTORY	740823	1 12	0014973
CLOYS	ADRIAN	CARPENTER UTILITY A	PHYSICAL PLANT	671201	1 12	0022116
COATES	BEVERLY	CUSTODIAN	CURRIS CENTER OPERATIONS	880229	1 12	0011213
COBB	DONNA	BAKER	FOOD SERVICE	801023	1 09	0014254
COBB	STEPHEN	ASSISTANT PROFESSOR	PHYSICS & ASTRONOMY	880801	1 10	0030800
COCHRAN	CARLA	BOOKKEEPER/SECRETARY	ART	671026	1 12	0015299
COHEN	MICHAEL	PROFESSOR	ENGLISH	760801	1 10	0042247
COHOON	JUANITA	CLERK GRADUATE ADMISSIONS	ADMISSIONS & RECORDS	691114	1 12	0016914
COLE	LIZZIE	OPERATOR COPY CENTER	PRINTING SERVICES	820726	1 12	0013823
COLE	MARGARET	WORKER SALAD	FOOD SERVICE	810105	1 12	0012723
COLEMAN	CELIA	ADMINISTRATIVE SECRETARY II	COLLEGE OF EDUCATION	770817	1 12	0016243
COLLINS	BETTY	LIBRARY ASSISTANT I	LIBRARY	780508	1 12	0013915
COLLINS	IRMA	PROFESSOR	MUSIC	760801	1 10	0042112
COLSON	TERRY	WORKER BEVERAGE LINE	FOOD SERVICE	870914	1 12	0010985
CONDON	MARILYN	PROFESSOR	SPECIAL EDUCATION	770801	1 10	0036423
CONKLIN	R.	PROFESSOR	MUSIC	730801	1 10	0036544
CONLEY	HARRY	PROFESSOR	CHEMISTRY	680815	1 10	0040000
CONOVER	MARY	CHAIR INT ASSOC PROFESSOR	HOME ECONOMICS	780801	1 12	0040567
COOK	PHAYREE	COORDINATOR GRADUATE	ADMISSIONS & RECORDS	670105	1 12	0025570

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
COOKSEY	TIMOTHY	PLUMBER A	PHYSICAL PLANT	840716	1 12	0017595
COOPER	BENNIE	LECTURER	OCCUPATIONAL SAFETY & HEALTH	790801	1 12	0034904
COOPER	JOHN	OPERATOR A	PHYSICAL PLANT	730108	1 12	0023923
COOPER	LOYD	OPERATOR A	PHYSICAL PLANT	801110	1 12	0021196
COOPER	JOAN	CLERK ADMINISTRATIVE II	PHYSICAL PLANT	810629	1 12	0017017
COOPER	GENEVA	ASSISTANT PROFESSOR	NURSING	710801	1 10	0028900
CORNELIUS	FRED	ASSOCIATE PROFESSOR	ENGLISH	760801	1 10	0032778
CORNELL	WILLIAM	MICROBIO IV & INSTRUCTOR	BREATHITT VETERINARY CENTER	680216	1 12	0038971
COURTER	JOAN	DEPARTMENT SECRETARY I	SPEECH COMMUNICATION THEATRE	861006	1 09	0009136
COWELL	DARLEEN	NECROPSY PROSECTOR	BREATHITT VETERINARY CENTER	900709	1 12	0011376
CRAFT	JUDITH	LABORATORY ASSISTANT SENIOR	BREATHITT VETERINARY CENTER	770510	1 12	0016109
CRAFTON	ARVIN	ASSOCIATE PROFESSOR	TEACHER EDUCATION SERVICES	660901	1 10	0035015
CRASS	JONATHAN	CUSTODIAN	FOOD SERVICE	840428	1 12	0012002
CRASS, JR	HOWARD	CUSTODIAN	PHYSICAL PLANT	890523	1 12	0010706
CRICK	MARTHA	CUSTODIAN	PHYSICAL PLANT	900723	1 12	0010127
CRICK	JEWEL	OPERATOR HEAVY EQUIPMENT	PHYSICAL PLANT	830730	1 12	0015212
CRIFASI	SHEILA	VISITING LECTURER	JOURNALISM RADIO/TV	860801	1 10	0027029
CRITTENDON	BETTY	SUPERVISOR	FOOD SERVICE	840818	1 12	0015975
CRITTENDON	MUREL	PLUMBER MASTER	PHYSICAL PLANT	691013	1 12	0023877
CRUM	MARY	DEPARTMENT SECRETARY II	POLITICAL SCIENCE/LEGAL STUD	860113	1 12	0013695
CRUNK	JUDY	ADMINISTRATIVE SECRETARY I	BREATHITT VETERINARY CENTER	800303	1 12	0014234
CULLIVER	CONCETTA	ASSISTANT PROFESSOR/DIR. C. J.	POLITICAL SCIENCE/LEGAL STUD	870801	1 10	0037476
CULP	MICHAEL	CUSTODIAN	RESIDENCE HALLS	900806	1 12	0010127
CULPEPPER	JETTA	ASSOCIATE PROFESSOR	LIBRARY	690201	1 12	0032628
CULVER	JEFFREY	WORKER STOCKROOM	FOOD SERVICE	820816	1 12	0013723
CULVER	RITA	ADMINISTRATIVE SECRETARY I	PERSONNEL SERVICES	770822	2 12	0007529
CUNNINGHAM	RUTH	SUPERVISOR	FOOD SERVICE	680215	1 12	0018134
CUNNINGHAM	ANNA	OPERATOR COMPOSER	OFFICE OF PUBLICATIONS	681001	1 12	0015964
DANDENEAU	TAMALA	CLERK CENTRAL STORES	PURCHASING	870316	2 12	0006471
DANIEL	ROBERT	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	640901	1 10	0036850
DANIEL	MARTHA	ADMINISTRATIVE SECRETARY I	UNIVERSITY INFORMATION SER	870326	2 12	0006436
DARNALL	JOHN	SERVICEMAN A	PHYSICAL PLANT	861013	1 12	0017456
DARNALL	LARRY	CUSTODIAN	PHYSICAL PLANT	840818	1 12	0012416
DARNALL	ELIZABETH	DEPARTMENT SECRETARY I	COLLEGE OF EDUCATION	881001	1 12	0010984
DARNELL	BARBARA	CLERK TYPIST I	COLLEGE OF SCIENCE	861117	1 12	0012500
DARNELL	LULA	MANAGER LOANS ACCOUNTING	ACCOUNTING/FINANCIAL SERVICE	860609	1 12	0024085
DARNELL	CLAUDENE	CUSTODIAN	PHYSICAL PLANT	880801	1 12	0011110
DARNELL	ANGELA	CLERK FISCAL	ACCOUNTING/FINANCIAL SERVICE	890417	1 12	0011862
DAUGHADAY	CHARLES	PROFESSOR	ENGLISH	680701	1 10	0038388

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DAUGHADAY	LILLIAN	ASSISTANT PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	810801	1	10	0027446
DAVIDSON	BARBARA	COORDINATOR SPECIAL EVENTS	INST PLANNING & RESEARCH	900901	1	12	0013079
DAVIS	RONALD	ELECTRICIAN A	PHYSICAL PLANT	881109	1	12	0016934
DAVIS	EDWARD	DIRECTOR	W KY SMALL BUSINESS DEV CENT	810801	1	12	0033180
DAVIS	JAMES	CHAIR PROFESSOR	AGRICULTURE	840801	1	12	0054000
DAVIS	CAROL	VISITING INSTRUCTOR	SOCIOLOGY & ANTHROPOLOGY	900925	1	10	0022000
DAWSON	GERTRUDE	ADMINISTRATIVE SECRETARY III	FINE ARTS & COMMUNICATION	780110	1	12	0018990
DEBOER	JAMES	DIRECTOR & ASSISTANT PROF	INFORMATION SYSTEMS	841201	1	12	0051339
DEEM	JODELLE	ASSISTANT PROFESSOR	SPECIAL EDUCATION	860801	1	10	0030433
DEGRAW	BEVERLY	VISITING ASSISTANT PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	901001	1	12	0015500
DELANCEY	TERESA	SPECIALIST LEARNING	STUDENT SUPPORT SERVICES	870801	1	12	0019294
DELANEY	SARAH	BOOKKEEPER II	ACCOUNTING/FINANCIAL SERVICE	850729	1	12	0015159
DENNIS	THERESA	LABORATORY ASSISTANT SENIOR	BREATHITT VETERINARY CENTER	900813	1	12	0013080
DENTON	THOMAS	DIRECTOR	ACCOUNTING/FINANCIAL SERVICE	890821	1	12	0047764
DERINGTON	WILLIAM	LEADER CUSTODIAL CREW	RESIDENCE HALLS	860915	1	12	0012041
DEVINE	JOHN	PROFESSOR	ACCOUNTING	630901	1	10	0039370
DEVOSS	DAVID	PATROL SERGEANT	PUBLIC SAFETY	790210	1	12	0020973
DHARIWAL	MOHAN	ASSISTANT PROFESSOR	CHEMISTRY	900801	1	10	0029000
DIAL	LORI	SUPERVISOR REG/RECORDS	ADMISSIONS & RECORDS	880225	1	12	0019000
DICK	WANDA	RECEPTIONIST TYPIST	CENTER FOR CONTINUING ED	791003	1	12	0011648
DIKIN	PATRICIA	SECRETARY/BOOKKEEPER	WKMS-FM RADIO	880725	1	12	0011601
DILLON	JOHN	INSTRUCTOR	JOURNALISM RADIO/TV	840801	1	10	0028001
DILLON	ALICE	ADMINISTRATIVE SECRETARY I	UNIVERSITY INFORMATION SER	900417	2	12	0005688
DILLON	MICHAEL	FOREMAN RECEIVING	PURCHASING	870611	1	12	0014489
DINH	CONG	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	751020	1	11	0013516
DODSON	JANELLE	VISITING ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	880801	1	10	0028213
DOWNNEY	JERRY	SERVICEMAN A LWOPAY	PHYSICAL PLANT	820825	1	12	0019206
DOWNING	DONNA	WORKER DISHROOM	FOOD SERVICE	891107	1	09	0007926
DOWNS	CATHY	CASHIER	FOOD SERVICE	811003	1	09	0010599
DOYLE	CAROL	COORDINATOR	KY INSTITUTE EUROPEAN STUDIE	821108	1	12	0015540
DRESSLER	JOHN	ASSOCIATE PROFESSOR	MUSIC	890801	1	10	0033484
DREYER	JEFFRE	AFFIRM ACTION OFF INTERIM	MINORITY FACULTY RECURITMENT	810526	1	12	0029673
DRISKILL	CHARLES	ASSISTANT PROFESSOR	AGRICULTURE	840801	1	10	0034311
DRIVER	BETTY	VISITING LECTURER	ECONOMICS & FINANCE	830801	1	10	0028560
DRUM	GARY	ASSISTANT PROF/DIR TV STUDIO	JOURNALISM RADIO TV	900801	1	10	0028000
DUDLEY	JACKLYN	MANAGER ACCOUNTING	ACCOUNTING/FINANCIAL SERVICE	851014	1	12	0035686
DUFORD	SALLY	ASSISTANT PROFESSOR	HOME ECONOMICS	770801	1	10	0031795
DUGGER	DWAIN	LEADER CUSTODIAN	RESIDENCE HALLS	750707	1	12	0013426
DUNAWAY	REBECCA	CLERK CONTRACT	PURCHASING	900129	1	12	0012140

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DUNCAN	CHARLES	MECHANIC BOWLING ALLEY	CURRIS CENTER OPERATIONS	820802	1	12	0017685
DUNCAN	STEVEN	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	790215	1	11	0013516
DUNCAN	PAMELA	DEPARTMENT SECRETARY II	BUSINESS & PUBLIC AFFAIRS	780417	1	12	0016727
DUNCAN	DON	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	670901	1	10	0036500
DUNMAN	SUSAN	ASSISTANT PROFESSOR	LIBRARY	830815	1	12	0025581
DUNN	SHIRLEY	DEPARTMENT SECRETARY II	TEACHER EDUCATION SERVICES	781017	1	12	0013994
DUNN	BOBBY	LEADER CUSTODIAN	CURRIS CENTER OPERATIONS	801216	1	12	0013910
DUOBINIS-GRAY	LEON	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	880801	1	10	0031650
DYER	GARY	COOK	FOOD SERVICE	851030	1	12	0011863
DYKE	WANDA	COORDINATOR DEBIT CARD	FOOD SERVICE	900108	1	12	0012698
EARLY	ROBERT	CUSTODIAN	PHYSICAL PLANT	890103	1	12	0010927
EARNEST	JAMES	PROFESSOR/DIR CTR ACAD ADV	ENGLISH	760801	1	10	0038705
EDWARDS	SAUNDRA	ADMINISTRATIVE SECRETARY II	ATHLETIC DIRECTOR	740201	1	12	0016246
EDWARDS	GLEN	BUTCHER	FOOD SERVICE	840625	1	12	0014381
EDWARDS	GELA	ADMINISTRATIVE SECRETARY III	INDUSTRY & TECHNOLOGY	680816	1	12	0018500
EDWARDS	SHIRLEY	WORKER DISHROOM	FOOD SERVICE	890824	1	09	0007921
ELAM	JO	WORKER SNACK BAR	FOOD SERVICE	861019	1	09	0009336
ELDER	HARVEY	PROFESSOR	MATHEMATICS	570201	1	10	0044400
ELDER	SCOTT	OPERATOR PRINTING PRESS	PRINTING SERVICES	850805	1	12	0014064
ELDREDGE	DAVID	PROFESSOR	COMPUTER STUDIES	760801	1	10	0060736
ELKINS	TAMMY	COOK	FOOD SERVICE	860113	1	09	0009791
ELKINS	MARION	DEPARTMENT SECRETARY II	ECONOMICS & FINANCE	740812	1	12	0015808
ELKINS	TERRY	COOK	FOOD SERVICE	900816	1	09	0008774
ELKINS	LOIS	WORKER SALAD	FOOD SERVICE	891106	1	09	0008670
ELKINS	RITA	DEPARTMENT SECRETARY I	LEARNING CENTER	890814	2	12	0008927
ELLIOTT	KELLY	CUSTODIAN	RESIDENCE HALLS	871019	1	12	0011043
ELLIS	GEORGETTE	DEPARTMENT SECRETARY II LWOP	GEOSCIENCES	870831	1	12	0012500
ELLIS	CHARLETT	EXECUTIVE ASSISTANT	MID AMERICA REMOTE CENTER	770701	1	12	0019230
ELWELL	FRANK	CHAIR ASSOCIATE PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	790801	1	12	0041965
EMERSON	ALICE	OPERATOR PRINTING PRESS	PRINTING SERVICES	761011	1	12	0017270
ERBECK	DOUGLAS	VET PATH/ASSISTANT PROF	BREATHITT VETERINARY CENTER	900501	1	12	0047500
ERICKSON	SCOTT	ASSISTANT PROFESSOR	MUSIC	850801	1	10	0027084
ERWIN	POLLY	COORDINATOR BANQUET	FOOD SERVICE	730827	1	12	0016032
ESTEP	CARRIE	CUSTODIAN	PHYSICAL PLANT	860902	1	12	0011916
ETHERTON	ROBERT	CHAIR PROFESSOR	PHYSICS & ASTRONOMY	670901	1	12	0057000
EVERSMAYER	HAROLD	PROFESSOR	BIOLOGICAL SCIENCES	640901	1	10	0045400
FAIRBANKS	KENNETH	PROFESSOR	MATHEMATICS	790801	1	10	0041200
FANNIN	HARRY	ASSISTANT PROFESSOR	CHEMISTRY	880801	1	10	0030200
FARLEY	SUSAN	COORD READING/INSTRUCTOR	LEARNING CENTER	890801	1	10	0015035

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
FARLEY	LINDA	ACCOUNTANT GRANTS	ACCOUNTING/FINANCIAL SERVICE	690811	1 12	0026294
FARRELL	TECKLA	CLERK TYPIST II	STUDENT DEVELOPMENT	781109	2 12	0008436
FARRIS	THEDA	BOOKKEEPER	FOOD SERVICE	701006	1 12	0015311
FAUGHN	JOHN	INSTRUCTOR	POLITICAL SCIENCE/LEGAL STUD	830801	1 10	0034066
FAZI	FRANK	MAINTENANCE & FILM PROCESS	PRINTING SERVICES	650816	2 12	0009156
FELTS	RHONDA	OPERATOR CLERK/CENTREX	TELECOMMUNICATIONS SUPPORT	801020	2 12	0008649
FENNESSEE	WILLIAM	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	890801	1 10	0030993
FERGUSON	RICHARD	CARPENTER UTILITY A	PHYSICAL PLANT	801101	1 12	0020531
FERGUSON	JOHN	PROFESSOR	FOREIGN LANGUAGES	650901	1 10	0045090
FERGUSON	LURAE	EDITOR	OFFICE OF PUBLICATIONS	860519	1 12	0017440
FEULNER	EVELYN	WORKER DISHROOM	FOOD SERVICE	870831	1 09	0008325
FIELDS	SHARON	INSTRUCTOR	SOCIOLOGY & ANTHROPOLOGY	860801	1 10	0023511
FINLEY	JOHN	BUYER	PURCHASING	780202	1 12	0021537
FINNEY	OTIS	ELECTRICIAN A	PHYSICAL PLANT	651101	1 12	0023505
FITZGIBBON	JOHN	DIRECTOR	ADMINISTRATIVE SERVICES	870914	1 12	0046500
FLACK	RICHARD	MEDIA SPECIALIST	FACULTY RESOURCE CENTER	900901	1 12	0022000
FLEMING	DONALD	CLERK MAIL CARRIER	POSTAL SERVICES	900730	1 12	0010730
FLEMING	KATHLEEN	ADMINISTRATIVE SECRETARY II	COOPERATIVE ED & PLACEMENT	771010	1 12	0015623
FLETCHER	JAMES	ASSISTANT PROFESSOR	PSYCHOLOGY	850901	1 10	0031000
FOLSOM	BURTON	PROFESSOR	HISTORY	760801	1 10	0036530
FOREMAN	TERRY	CHAIR ASSOCIATE PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	750801	1 10	0039403
FORRESTER	KENT	PROFESSOR	ENGLISH	710801	1 10	0036902
FOSTER	KIMBERLEY	CLERK RECORDS RETENTION	ADMISSIONS & RECORDS	900815	2 12	0005721
FOWLER, JR.	AUBREY	VISITING LECTURER	MANAGEMENT & MARKETING	900801	1 10	0046000
FOX	HELEN	CLERK BILLING	ACCOUNTING/FINANCIAL SERVICE	811103	1 12	0015047
FOY	CLEVELAND	CUSTODIAN	PHYSICAL PLANT	690919	1 12	0013249
FRANCE	NANCEY	ASSISTANT PROFESSOR	NURSING	821101	1 10	0031500
FRANK	JAMES	PROFESSOR	HEALTH/PE/RECREATION	640901	1 10	0044396
FRIEBEL	ELDORA	CLERK PAYROLL SENIOR	ACCOUNTING/FINANCIAL SERVICE	800218	1 12	0017277
FRIEND	MARK	CHAIR ASSOCIATE PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	870801	1 12	0049100
FUHRMANN	JOSEPH	PROFESSOR	HISTORY	780801	1 10	0037150
FULCHER	JEFFERY	ASSISTANT DIRECTOR	INDUSTRIAL ASSESSMENT	880602	1 12	0023051
FULLER	MARIAN	PROFESSOR	BIOLOGICAL SCIENCES	670901	1 10	0040550
FURCHES	JEANETTE	ASSISTANT PROFESSOR	NURSING	740801	1 10	0031800
FURCHES	WILLIAM	ASSOCIATE PROFESSOR	ART	630615	1 10	0028446
FURGERSON	WILLIAM	DIRECTOR VET & COORD PLACE	STUDENT DEVELOPMENT	560601	1 12	0040881
FUTRELL	WILLIAM	CUSTODIAN	PHYSICAL PLANT	900604	1 12	0010127
FUTRELL	JANET	BOOKKEEPER/SECRETARY	ATHLETIC DIRECTOR	870528	1 12	0012923
GALLOWAY	BOBBY	OPERATOR B	PHYSICAL PLANT	850611	1 12	0017816

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
GANTT	VERNON	PROFESSOR	SPEECH COMMUNICATION THEATRE	730801	1 10	0043637
GARDNER	SHAWN	SERVICEMAN B	PHYSICAL PLANT	870908	1 12	0015142
GARDNER	LINDA	ASSISTANT PROFESSOR LWOPAY	HOME ECONOMICS	860101	1 10	0026638
GARFIELD	GENE	CHAIR ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	700901	1 12	0052824
GARFIELD	ROBERTA	ADMINISTRATOR CLINIC & ARNP	HEALTH SERVICES	770906	1 12	0034700
GARLAND	CARMEN	ASSISTANT DIRECTOR	SCHOOL RELATIONS	801110	1 12	0028294
GARLAND	JENNA	CLERK APPLICATION	STUDENT FINANCIAL AID	790702	1 12	0014151
GARLAND	DONNA	DEPARTMENT SECRETARY I	JOURNALISM RADIO/TV	900823	1 10	0008960
GARLAND	JUANITA	CUSTODIAN	PHYSICAL PLANT	840109	1 12	0012591
GARLAND	GREG	MECHANIC HEAD	MSU FOUNDATION GOLF	870807	1 12	0016955
GEURIN	JENNIFER	DEPARTMENT SECRETARY I	AMERICAN HUMANICS	891009	2 12	0006132
GIBSON	DAVID	GROUNDKEEPER	PHYSICAL PLANT	871019	1 12	0011586
GIBSON	KENNETH	MOVER	PHYSICAL PLANT	870316	1 12	0011614
GIBSON	TRACI	CUSTODIAN	PHYSICAL PLANT	861027	1 12	0011607
GIBSON	SHERRI	ADMINISTRATIVE SECRETARY I	FACULTY RESOURCE CENTER	880701	1 12	0011873
GIFFORD	MARILYN	VISITING ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	880801	1 10	0029324
GILLS	BETTY	WORKER SNACK BAR	FOOD SERVICE	891106	1 09	0008670
GLOVER	JOHN	OPERATOR B	PHYSICAL PLANT	860203	1 12	0016905
GOAD	JOHN	CHEMIST SENIOR	BREATHITT VETERINARY CENTER	710216	1 12	0028266
GOODMAN	JOHN	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	800225	1 11	0013408
GORDON	JOYCE	DIRECTOR	PERSONNEL SERVICES	700601	1 12	0037853
GOSSETT	LARRY	VISITING INSTRUCTOR	HISTORY	900101	1 10	0010000
GRADISHER	MYRA	INSTRUCTOR/CLINIC SUPER	AHES	850816	1 12	0027363
GRAFF	DEBRA	CLERK TYPIST II	ACCOUNTING & FINANCE	901203	1 12	0010730
GRAHAM	SHARON	SPECIALIST PRE-AUDIT	PURCHASING	670703	1 12	0018441
GRAHAM	JIMMY	AGENT RECEIVING & INVENTORY	UNIVERSITY STORE	700701	1 12	0018282
GRAY	VANESSA	ASSISTANT COACH	WOMEN'S BASKETBALL	890801	2 12	0005000
GRAY	ELIZABETH	ADMINISTRATIVE SECRETARY I	ALUMNI/DEVELOPMENT RECORDS	890130	1 12	0011689
GRAY	THOMAS	CHAIR PROFESSOR	GRAPHIC ARTS TECHNOLOGY	750801	1 12	0056000
GREEN	JOSEPH	ASSOCIATE DIRECTOR	PUBLIC SAFETY	660315	1 12	0029261
GREEN	ELVIS	ASST DIR FOR PROPERTY SERVIC	PURCHASING	851001	1 12	0020748
GREEN	KATHLEEN	CLERK BSEP	FT CAMPBELL CENTER	900720	1 12	0013079
GREER	MARLIN	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	790801	1 10	0039597
GREER	SHARON	MICROBIOLOGIST I	BREATHITT VETERINARY CENTER	760816	1 12	0025086
GREER	LALITA	CUSTODIAN	RESIDENCE HALLS	870119	1 12	0011726
GRIFFIN	JOHN	ASSISTANT PROF/COLL DEV LIB	LIBRARY	770701	1 12	0029410
GRIFFIN	DAWN	COORDINATOR INTRAMURAL	CAMPUS ACTIVITIES	880825	1 12	0019500
GRIMES	J.	CHAIR PROFESSOR	FOREIGN LANGUAGES	720801	1 12	0048751
GROPPEL	STANLEY	DIRECTOR ASSISTANT PROFESSOR	BIS DEGREE ADULT OUTREACH	820801	1 12	0037756

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
GRUBBS	ROSE	RECEPTIONIST HALL LWP	RESIDENCE HALLS	850819	2	09	0006387
GUDE	FRANK	CUSTODIAN	PHYSICAL PLANT	801006	1	12	0012324
GUIN	LARRY	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	780801	1	10	0051697
GUPTA	RAMESH	VET TOXICOLOGIST/ASST PROF	BREATHITT VETERINARY CENTER	870323	1	12	0043027
GUPTA	BARNALI	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	900801	1	10	0038000
GUPTON	ANN	ANALYST PROGRAMMER	INFORMATION SYSTEMS	820503	1	12	0023771
GUTHRIE	CHARLES	DIRECTOR	ADULT LEARNING CENTER	730701	1	10	0033306
GUTHRIE	KAREN	COORDINATOR COMM EDUCATION	COMMUNITY EDUCATION	881024	1	12	0019000
GUYTON	JOHN	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	870801	1	10	0031901
HADAWAY	RUTH	CASHIER	ACCOUNTING/FINANCIAL SERVICE	890706	1	12	0011604
HAFNER	JUDITH	DEPARTMENT SECRETARY I	SPECIAL ED GRANT	901126	2	12	0005721
HAILEY	MARY	ADMISSIONS COUNSELOR	EDUCATIONAL TALENT SEARCH	900301	1	12	0010710
HAINSWORTH	JEROME	PROFESSOR	ELEMENTARY & SECONDARY ED	670901	1	10	0041564
HALE	BONITA	ADMINISTRATIVE SECRETARY III	CENTER FOR CONTINUING ED	800721	1	12	0016137
HALE	ROGER	TRUCK DRIVER GROUNDS	PHYSICAL PLANT	870701	1	12	0012125
HALE	JUDY	CASHIER	FOOD SERVICE	800827	1	09	0011398
HALE	DAN	CUSTODIAN	PHYSICAL PLANT	810105	1	12	0012251
HALEY	LORETTA	SECRETARY	HAZARDOUS WASTE CONSORTIUM	881114	1	12	0013412
HALEY	JANNA	CLERK ACCOUNTING	ACCOUNTING/FINANCIAL SERVICE	861006	1	12	0012703
HALEY	SHELIA	CLERK TYPIST I	SPORTS INFORMATION	880926	1	12	0010808
HALL	JANE	INSTRUCTOR	ACCOUNTING	750801	1	10	0029695
HAMMACK, JR.	JAMES	PROFESSOR	HISTORY	680901	1	10	0043290
HAMMONS	JO-ANN	ASSOCIATE PROFESSOR	SPECIAL EDUCATION	890101	1	10	0029320
HAMRA	ARMEL	ASSISTANT DIR FOR PURCHASING	PURCHASING	680901	1	12	0025637
HANEY	ROGER	ASSOCIATE PROFESSOR	JOURNALISM RADIO/TV	770801	1	10	0037170
HANSEN	JANET	COORD DEV MATH/INSTRUCTOR	LEARNING CENTER	850719	1	10	0019932
HARCOURT	JULES	CHAIR PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	680901	1	12	0060806
HARGROVE	RUBY	CLERK LIBRARY	LIBRARY	890925	1	12	0010721
HARMON	COY	DEAN PROF/DIR WRATHER MUSEUM	LIBRARY	840701	1	12	0064445
HARPER	STACEY	MANAGER BOAR TEST STATION	BOAR TEST UNIT OPERATIONS	900901	1	12	0016000
HARPER	WAYNE	ASSOCIATE DIRECTOR	PHYSICAL PLANT	840901	1	12	0029784
HARPOLE	SHERRY	CLERK TYPIST I	MILITARY SCIENCE	880822	1	12	0011161
HARRELL	KENNETH	DEAN & PROFESSOR	HUMANISTIC STUDIES	610901	1	12	0068422
HARRELL	JAMIE	PAINTER UTILITY A	PHYSICAL PLANT	820913	1	12	0015904
HARRELL	ELLEN	ADMINISTRATIVE SECRETARY III	COLLEGE OF EDUCATION	710901	1	12	0019075
HARRINGTON	CALVIN	DIR ASSOC PROF LWOPAY	FACULTY RESOURCE CENTER	800801	1	12	0042709
HARRIS	GEARLD	GROUNDKEEPER	PHYSICAL PLANT	860618	1	12	0012566
HARRIS	GLENNA	WORKER SNACK BAR	FOOD SERVICE	840818	1	09	0009448
HARRISON	DANNIE	ASST DEAN/MBA DIR/ASSOC PROF	BUSINESS & PUBLIC AFFAIRS	690901	1	12	0055513

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
HARRISON	SHIRLEY	SECRETARY/BOOKKEEPER	BOY SCOUT MUSEUM	890103	1 12	0013250
HART	BRENDA	ADMINISTRATIVE SECRETARY II	ALUMNI AFFAIRS	870114	1 12	0015261
HART	JOHN	SPECIALIST/RADIO/TV	UNIVERSITY INFORMATION SER	860811	1 12	0024860
HARVEY	YOLANDA	CLERK LIBRARY	LIBRARY	850102	1 12	0012372
HATCHER	MELVA	DEPARTMENT SECRETARY II	ACCOUNTING	901210	1 11	0011376
HATTON	ROY	PROFESSOR	HISTORY	660901	1 10	0037480
HAVENSTRITE	LISA	DIRECTOR ASSISTANT	COOPERATIVE ED & PLACEMENT	900924	1 12	0019000
HAVERSTOCK	LINDA	VISITING INSTRUCTOR	HEALTH/PE/RECREATION	900801	1 10	0025000
HAWK	BARBARA	SECRETARY/OUTREACH COORD	INDUSTRIAL ASSESSMENT	900216	1 12	0011161
HAWORTH	JAMES	CUSTODIAN	RESIDENCE HALLS	861013	1 12	0011600
HAWS	GARY	PROFESSOR	FOREIGN LANGUAGES	670901	1 10	0034170
HAY	JAMI	TECHNICIAN ANIMAL HEALTH	ANIMAL HEALTH TECHNOLOGY	860801	1 12	0019665
HEAD	ROBERT	PROFESSOR SLWP	ART	650901	1 10	0021645
HEATHCOTT	ELDON	PROFESSOR	AGRICULTURE	680701	1 12	0051221
HEDGES	JOE	NEWS EDITOR	UNIVERSITY INFORMATION SER	900806	1 12	0020120
HEIM	KEITH	PROFESSOR SAB LWPAY	LIBRARY	740901	1 12	0042277
HELMICH	TWILA	OPERATOR DATA ENTRY	ADMISSIONS & RECORDS	900108	1 12	0011161
HELTON	JAMIE	DEPARTMENT SECRETARY II	SPEECH COMMUNICATION THEATRE	820315	1 10	0014356
HELTON, JR.	ROY	ASSISTANT PROFESSOR	ENGLISH	670901	1 10	0030754
HEMESATH	SHARI	ANNOUNCER/REPORTER	WKMS-FM RADIO CPB GRANT	900723	1 12	0017000
HENDERSON	REBECCA	CLERK ORDER/ACCT PAYABLE	FOOD SERVICE	820823	1 12	0014357
HENDON	ELIZABETH	VISITING LECTURER	OFFICE SYSTEMS & BUSINESS ED	880801	1 10	0021255
HENLEY	MELVIN	CHAIR ASSOCIATE PROFESSOR	CHEMISTRY	640901	1 12	0053000
HENRY	WANDA	CASHIER	FOOD SERVICE	760801	1 12	0014382
HENSON	LOUIE	REPAIRMAN WINDOW	PHYSICAL PLANT	770523	1 12	0018226
HERMAN	MARY	DEPARTMENT SECRETARY I	ART	891030	1 12	0011146
HERNDON	DONNA	DIRECTOR	ALUMNI AFFAIRS	810701	1 12	0036025
HERNDON	KENNETH	WELDER/GENERAL MAINT MECH	PHYSICAL PLANT	880601	1 12	0017552
HERNDON	MARILYN	CASHIER	FOOD SERVICE	810817	1 12	0013303
HERNDON	JOHNNY	ASST DIR FOR TRANSPORTATION	MOTOR POOL	730528	1 12	0028191
HERNDON	JERRY	PROFESSOR	ENGLISH	690901	1 10	0043885
HERREN	CHARLES	VET SER/ASSISTANT PROFESSOR	BREATHITT VETERINARY CENTER	780721	1 12	0049589
HESTER	BILLY	HELPER MASONRY	PHYSICAL PLANT	720626	1 12	0012656
HESTER	PAUL	PAINTER A	PHYSICAL PLANT	760223	1 12	0017636
HEWITT	RAYMOND	COACH MEN'S GOLF	MEN'S GOLF	590601	2 10	0018727
HICKS	SHERRILL	CUSTODIAN	PHYSICAL PLANT	810822	1 12	0013086
HIGGINS	JO	WORKER SERVING LINE	FOOD SERVICE	860827	1 12	0011492
HIGGINS	KATHRYN	TECHNICIAN AGR LABORATORY	BREATHITT VETERINARY CENTER	771123	1 12	0016833
HIGGINSON	BONNIE	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	790801	1 10	0030108

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HILL	ROBERT	PLUMBER B	PHYSICAL PLANT	871005	1	12	0014482
HILL	INER	COOK	FOOD SERVICE	650901	1	12	0013303
HODGE	JESSE	TECHNICIAN EQUIPMENT	INDUSTRY & TECHNOLOGY	880501	1	12	0025000
HOFFMAN	KAREN	SECRETARY	MSU FOUNDATION	900701	2	12	0007726
HOKE	PAMELA	CLERK FISCAL	ACCOUNTING/FINANCIAL SERVICE	870218	1	12	0012869
HOLCOMB	THOMAS	PROFESSOR	ED LEADERSHIP & COUNSELING	710801	1	10	0039253
HOLLAND	JAMES	ASSISTANT COACH	BASKETBALL	880822	1	12	0035171
HOLLAND	RHONDA	ASSISTANT TO DIRECTOR	KCEE CENTER	891101	1	12	0024000
HOLLEY	JERRY	CUSTODIAN	PHYSICAL PLANT	890501	1	12	0010683
HOLLOWAY	BILLY	PATROL SERGEANT	PUBLIC SAFETY	770618	1	12	0020983
HOLT	WILLIAM	ASSISTANT PROFESSOR/COORD	W KY EXPO CENTER	600901	1	10	0042029
HOMRA	CHARLES	PROFESSOR	PSYCHOLOGY	610901	2	10	0018455
HOOKS	JANICE	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	650614	1	10	0035722
HOOKS	KELSIE	CUSTODIAN	FOOD SERVICE	891101	1	12	0010308
HOPKINS	DALE	INSTRUMENT MAKER	COLLEGE OF SCIENCE	840827	1	12	0034250
HOPKINS	NEWELL	GROUNDSKEEPER	PHYSICAL PLANT	901022	1	12	0011087
HOPKINS	ICHMEL	GROUNDSKEEPER	PHYSICAL PLANT	820501	1	12	0013085
HOPKINS	GRACIE	CASHIER	UNIVERSITY STORE	830523	1	12	0013120
HORN	MILDRED	ADMINISTRATIVE SECRETARY III	HUMANISTIC STUDIES	630909	1	12	0018491
HORNBACK	MARILYN	COORDINATOR	SPECIAL EDUCATION GRANT	880101	1	10	0023689
HORNBACK	DAVID	VISITING INSTRUCTOR	AGRICULTURE	890901	2	10	0011000
HORNER	LINDA	CURATOR OF INTERPRETATION	BOY SCOUT MUSEUM	861101	1	12	0025000
HORWOOD	STEPHEN	ASSISTANT PROFESSOR	GRAPHIC ARTS TECHNOLOGY	760801	1	10	0033821
HOSFORD	PATRICIA	ADMINISTRATIVE SECRETARY II	HEALTH SERVICES	780213	1	12	0016073
HOSFORD	VICKI	COOK	FOOD SERVICE	820816	1	09	0009612
HOSFORD	JOE	FOREMAN ELECTRICIAN	PHYSICAL PLANT	680916	1	12	0027530
HOUGH	ALDEAN	ASSOCIATE PROFESSOR	ENGLISH	620901	2	10	0014594
HOUNSHELL	BONNIE	CLERK LIBRARY	LIBRARY	870701	1	12	0011423
HOUSTON	LESLIE	CUSTODIAN	CURRIS CENTER OPERATIONS	900709	1	12	0010127
HOWELL	DAVID	CURATOR CHEMISTRY	COLLEGE OF SCIENCE	680610	1	12	0031500
HOWES	LINDA	WORKER DISHROOM	FOOD SERVICE	891016	1	09	0008008
HU	MAN	INSTRUCTOR/CATALOGER	LIBRARY	901001	1	12	0021000
HUDSON	PATRICIA	SECRETARY/MGT INFO SPEC	W KY SMALL BUSINESS DEV CENT	880718	1	12	0011631
HUGHES	VICKI	VISITING LECTURER	MATHEMATICS	810801	1	10	0020500
HUIE	CHARLES	MOVER	PHYSICAL PLANT	710907	1	12	0013422
HULETT	LORI	ADMINISTRATIVE SECRETARY I	FOOTBALL	900319	1	12	0011826
HULICK	PAULA	DIRECTOR	RESIDENCE HALLS	760809	1	12	0036515
HULICK, III	CHARLES	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	760701	1	10	0031970
HUMPHREY	LUELLA	WORKER DISHROOM	FOOD SERVICE	891107	1	12	0009859

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HUMPHREYS	WILLIAM	PROFESSOR	ED LEADERSHIP & COUNSELING	620901	1	10	0046093
HUNT	MARGARET	PRODUCER CLASSICAL	WKMS-FM RADIO	840701	1	12	0019975
HUNT	MARK	DIRECTOR	BOY SCOUT MUSEUM	900601	1	12	0055000
HUNT	GARY	DEAN & PROFESSOR	FINE ARTS & COMMUNICATION	880701	1	12	0066697
HURT	MARY	WORKER SERVING LINE	FOOD SERVICE	750201	1	12	0013303
HUSSUNG	KARL	PROFESSOR	CHEMISTRY	570901	1	10	0049481
HUTCHINS	SANDRA	CUSTODIAN	RESIDENCE HALLS	901022	1	12	0010127
HUTSON	SUE	CLERK	ADMISSIONS & RECORDS	891009	1	12	0011161
HUTSON	LISA	CUSTODIAN	PHYSICAL PLANT	860224	1	12	0011801
HUTSON	DONALD	LEADER CUSTODIAN	PHYSICAL PLANT	850528	1	12	0012862
HUTSON	HAROLD	CLERK SHIPPING/RECEIVING	LIBRARY	810928	1	12	0012515
JACKSON	KRISTINA	CLERK UNGRAUATE ADMISSIONS	ADMISSIONS & RECORDS	840702	1	12	0014883
JACKSON	RUTH	ADVISOR INTERNATIONAL STUD	INTERNATIONAL PROGRAMS	780726	1	12	0022175
JACKSON	DONALD	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	870801	1	10	0034650
JACKSON	LINDA	COORDINATOR	KHEAA WORK STUDY PROGRAM	901029	2	12	0008500
JACKSON	CLARA	CUSTODIAN	PHYSICAL PLANT	690701	1	12	0013363
JACKSON	ROBERT	LEADER CUSTODIAL CREW	RESIDENCE HALLS	860915	1	12	0011988
JACKSON	CHERYL	VISITING ASSISTANT PROFESSOR	NURSING	890801	1	10	0025700
JACKSON	DAVID	ASSISTANT PROFESSOR	ART	890801	1	10	0027000
JACKSON	JOSEPH	ENGINEER CHIEF	WKMS-FM RADIO	791001	1	12	0028400
JACKSON	DIANE	VISITING LECTURER	MATHEMATICS	820801	1	10	0020500
JACQUOT	RUTH	ASSISTANT PROFESSOR/DIR ENVI	ELEMENTARY & SECONDARY ED	890801	1	10	0031879
JAMES	LAREECA	COORD PROJ/CLINIC SUPERVISOR	SPECIAL EDUCATION GRANT	900901	2	12	0009100
JEDAN	NANCY	VISITING LECTURER	MANAGEMENT & MARKETING	870801	2	10	0010287
JEDAN	DIETER	ASSOCIATE PROFESSOR	FOREIGN LANGUAGES	850801	1	10	0037362
JEFFREY	LISA	CUSTODIAN	RESIDENCE HALLS	860825	1	12	0010984
JEFFREY	JAMES	AGENT CENTRAL RECEIVING	PURCHASING	760607	1	12	0016961
JENKINS	JOAN	MEDICAL TRANSCRIBER	BREATHITT VETERINARY CENTER	900201	1	12	0012229
JOHNSON	WILLIS	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1	10	0040483
JOHNSON	MICHAEL	ASSOCIATE PROFESSOR	ART	730801	1	10	0030777
JOHNSON	DENNIS	ASSISTANT PROF & DIR BAND	MUSIC	850801	1	10	0033508
JOHNSON	MICKEY	CONSULTANT MANAGEMENT	W KY SMALL BUSINESS DEV CENT	830103	1	12	0033024
JOHNSON	KARON	CLERK STUDENT EMPLOYMENT	STUDENT FINANCIAL AID	900423	1	12	0012198
JOHNSON	LINDA	CASHIER	UNIVERSITY STORE	900226	1	12	0011096
JOHNSON	RICHARD	PHOTOGRAPHER	UNIVERSITY INFORMATION SER	750116	1	12	0030426
JOHNSTON	KARLA	TECHNICIAN RESEARCH	CENTER OF RESERVOIR RESEARCH	870115	1	12	0021000
JOHNSTON	TIMOTHY	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	860801	1	10	0033350
JOHNSTON	PAT	SUPERVISOR CUSTODIAL	FOOD SERVICE	810831	1	12	0017102
JOINER	LISA	ADMINISTRATIVE SECRETARY III	BREATHITT VETERINARY CENTER	800728	1	12	0017730

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
JONES	THOMAS	FOREMAN PAINTER	PHYSICAL PLANT	810502	1 12	0025057
JONES	GARY	PROFESSOR	MATHEMATICS	690901	1 10	0045450
JONES	PATTI	ASSISTANT DIRECTOR	ALUMNI AFFAIRS	890905	1 12	0018856
JONES	STEVEN	ASSOCIATE PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	770801	1 10	0031190
JONES	NANCY	CLERK LIBRARY	LIBRARY	900723	1 12	0010397
JONES	BARTON	SERVICEMAN A	PHYSICAL PLANT	800527	1 12	0022383
JONES	VICKI	ASSISTANT TO UNIV ATTORNEY	LEGAL SERVICES	900716	2 12	0020000
JONES	HELEN	CLERK ADMINISTRATIVE I	OFFICE OF PUBLICATIONS	710609	1 12	0015390
JONES	BETTYE	RECEPTIONIST HALL	RESIDENCE HALLS	860317	2 09	0006717
JONES	GLENN	ASSISTANT COACH	FOOTBALL	870112	1 12	0024318
JONES	LYDIA	COORDINATOR	MINORITY STUDENT AFFAIRS	880725	1 12	0023575
JOYCE	SHIRLEY	WORKER DISHROOM	FOOD SERVICE	790108	1 12	0012082
JULIAN	CAROL	COORDINATOR GIFT PLANNING	OFFICE OF DEVELOPMENT	840701	1 12	0029114
JULIAN	FRANK	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	740701	1 10	0043505
KADEL	WADE	DIRECTOR & PROFESSOR	BREATHITT VETERINARY CENTER	670801	1 12	0063329
KARNAVAS	TERRY	RECEPTIONIST HALL	RESIDENCE HALLS	870817	2 09	0006248
KARNES	BARBARA	COOK	FOOD SERVICE	811003	1 09	0010563
KEEL	GEORGIA	COOK	FOOD SERVICE	871010	1 12	0011159
KEEL	BARBARA	DIRECTOR	UPWARD BOUND/STUDENT SUPPORT	850211	1 12	0035371
KEELAN	CLAUDIA	ASSISTANT PROFESSOR	ENGLISH	890801	1 10	0026110
KEELING	SHELDA	COOK	FOOD SERVICE	850911	1 12	0011986
KEESLAR	SUZANNE	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	660901	1 10	0032481
KELLIE	ANDREW	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	820801	1 10	0036637
KENDALL	LARRY	TECHNICIAN EMS	PHYSICAL PLANT	851014	1 12	0019732
KENDALL	TONY	CUSTODIAN	PHYSICAL PLANT	881101	1 12	0010880
KENNEDY	KENNETH	TECHNICIAN ENGINEERING	PHYSICAL PLANT	850624	1 12	0022846
KENNEY	JANET	MANAGER STATION ASST PROF	WKMS-FM RADIO	840716	1 12	0036960
KERR	JACKIE	PROGRAMMER/ANALYST I	INFORMATION SYSTEMS	810406	1 12	0019473
KERR	KATHERINE	CLERK TRANSCRIPT EVALUATION	ADMISSIONS & RECORDS	810624	1 12	0016692
KEY	DEBBIE	CLERK TYPIST I	STUDENT FINANCIAL AID	880705	2 12	0007646
KIMBRO	TOMMY	CARPENTER A	PHYSICAL PLANT	830502	1 12	0017493
KIMBRO	EUEL	UPHOLSTERER	UPHOLSTERY SHOP	850102	1 12	0016268
KIND	JANICE	ASSISTANT DIRECTOR STUD EMP	STUDENT FINANCIAL AID	840502	1 12	0023378
KIND	THOMAS	PROFESSOR	GEOSCIENCES	760801	1 10	0043000
KING	EVA	DEPARTMENT SECRETARY II	SOCIOLOGY & ANTHROPOLOGY	780828	1 12	0014094
KING	CLARENCE	MEDICAL TRANSCRIBER	BREATHITT VETERINARY CENTER	831128	1 12	0013576
KING	JOE	CHAIR RESEARCH PROFESSOR	BIOLOGICAL SCIENCES	780801	1 12	0064000
KING	KATHRYN	DEPARTMENT SECRETARY II	COLLEGE OF SCIENCE	820816	1 12	0014875
KIRK	THARON	VISITING ASSISTANT PROFESSOR	NURSING	880801	1 10	0027300

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
KIRKS	BETTY	CUSTODIAN LWOP	RESIDENCE HALLS	870824	1	12	0011043
KIRKS	MARY	MANAGER BUILDING	W KY EXPO CENTER	740624	1	12	0015000
KOBRAEI	HAMID	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	850801	1	10	0035650
KOZAK	DORIS	ADMINISTRATIVE SECRETARY III	GRANTS DEVELOPMENT	830104	1	12	0015915
KRAEMER	DAVID	ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	860801	1	10	0033959
KRIZAN	ADOLPH	PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	780801	1	10	0049377
KROMANN	SONJA	VISITING INSTRUCTOR	LIBRARY	890101	1	12	0021027
KRUGER	JOHN	PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	820801	1	10	0041756
KUHN	HAROLD	ASSISTANT PROFESSOR	POLITICAL SCIENCE LEGAL STUD	900801	1	10	0029000
KURSAVE	RANDALL	PLASTERER	PHYSICAL PLANT	851014	1	12	0020410
KURTH	RONALD	PRESIDENT/PROFESSOR	PRESIDENT'S OFFICE	900725	1	12	0092000
LALICKER	WILLIAM	ASSISTANT PROFESSOR	ENGLISH	860801	1	10	0028263
LAMB	RHONDA	BAKER	FOOD SERVICE	800924	1	12	0013723
LAMB	LARRY	SUPER COPY/WEB PRESS OPER	PRINTING SERVICES	660816	1	12	0018632
LAMB	MICHELE	LEADER CUSTODIAN	PHYSICAL PLANT	880711	1	12	0012236
LAMORE	ROBERT	PATROL OFFICER	PUBLIC SAFETY	810914	1	12	0018469
LANCASTER	FRED	CHEMIST	BREATHITT VETERINARY CENTER	880101	1	12	0022544
LANCASTER	CHARLES	DIRECTOR OPERATIONS INTERIM	CURRIS CENTER OPERATIONS	880701	1	12	0018000
LANDINI	ANN	ASSISTANT PROFESSOR/NEWS ADV	JOURNALISM RADIO/TV	850801	1	10	0030170
LANE	NORMAN	DIRECTOR	INDUSTRIAL ASSESSMENT	610901	1	12	0039923
LANE	CAROL	COORDINATOR	ADULT LEARNING CENTER	770815	2	10	0013080
LANIER	MICHAEL	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	890801	1	10	0042000
LANNING	ADAM	ASSOCIATE PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	710801	1	10	0034000
LAROCK	RUTH	CLERK COMPLIANCE	STUDENT FINANCIAL AID	870901	1	12	0013194
LARSON	ROBERT	ASSISTANT COACH/INSTRUCTOR	FOOTBALL	870112	1	12	0033364
LASSITER	PAUL	CUSTODIAN	PHYSICAL PLANT	800828	1	12	0013314
LATTO	SUSAN	VISITING ASSISTANT PROFESSOR	NURSING	880801	1	10	0027750
LATTO	LOWELL	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	760801	1	10	0034905
LAWRENCE	PEGGY	CUSTODIAN	PHYSICAL PLANT	881205	1	12	0010961
LAWSON	HUGHIE	PROFESSOR	HISTORY	690901	1	10	0040416
LAWSON	ANITA	ASSISTANT TO PRES & PROF	INST PLANNING & RESEARCH	700901	1	12	0050358
LAX	BOBBY	FOREMAN GROUNDS	PHYSICAL PLANT	770214	1	12	0021860
LEE	CYNTHIA	CLERK II	LIBRARY	890213	1	12	0011214
LEE	FRED	LEADER SAN DISPOSAL	PHYSICAL PLANT	680701	1	12	0014934
LESLIE	CAROLYN	DEPARTMENT SECRETARY II	ART	900122	1	12	0011773
LEYS	DALE	PROFESSOR	ART	770801	1	10	0034983
LITCHFORD	JEAN	WORKER POTS & PANS	FOOD SERVICE	770822	1	12	0012072
LITTLEFIELD	MARI	OPERATOR DATA ENTRY	INFORMATION SYSTEMS	880701	2	12	0006159
LOBERGER	GORDON	ASSOCIATE PROFESSOR	ENGLISH	640901	1	10	0033457

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
LOCHTE	KATE	DIRECTOR PRO/DEVELOPMENT	WKMS-FM RADIO	880819	1 12	0021500
LOCHTE	ROBERT	ASSISTANT PROFESSOR	JOURNALISM RADIO/TV	880801	1 10	0033086
LOCKE	TAMMY	CLERK DATA ENTRY	INFORMATION SYSTEMS	890828	1 12	0011846
LOCKHART	RENITA	ADMINISTRATIVE SECRETARY II	INFORMATION SYSTEMS	881212	1 12	0012698
LOFTIS-PORTER	LORI	LIBRARY ASSISTANT	PADUCAH COMMUNITY CENTER	901008	2 10	0008790
LONG	KAREN	ADMINISTRATIVE SECRETARY I	STUDENT DEVELOPMENT	900410	1 12	0011376
LONG	ENOLA	SUPERVISOR	FOOD SERVICE	650901	1 12	0019214
LONG	JAMES	PROFESSOR	AGRICULTURE	810701	1 10	0043982
LORRAH	JEAN	PROFESSOR	ENGLISH	680901	1 10	0042117
LOVERIDGE	MELVA	DEPARTMENT SECRETARY II	ENGLISH	770615	1 12	0014973
LOVERIDGE	TERESA	DEPARTMENT SECRETARY II	MATHEMATICS	810810	1 12	0014196
LOVETT	JO	CUSTODIAN	PHYSICAL PLANT	891204	1 12	0010688
LOVETT	DONALD	CABINET MAKER	BOY SCOUT MUSEUM	800331	1 12	0020540
LOVETT	CARMEN	ASSISTANT PROFESSOR	TEACHER EDUCATION SERVICES	590901	1 10	0031213
LOVINS	JULIE	ASSOCIATE PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	710201	1 10	0035112
LOWE	JERRY	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	890801	1 10	0034890
LOWERY	SAMANTHA	COOK	FOOD SERVICE	821002	1 09	0010228
LUCAS	MARTHA	VISITING INSTRUCTOR	PSYCHOLOGY	900801	1 10	0026500
LUSK	HOMER	LOCKSMITH	PHYSICAL PLANT	721018	1 12	0020435
LYLE	JUDITH	NURSE STAFF	HEALTH SERVICES	860217	1 09	0014377
LYLE, III	WILLIAM	ASSISTANT PROFESSOR	COMPUTER STUDIES	820801	1 10	0044423
LYNCH	ELLINA	DEPARTMENT SECRETARY II	BIOLOGICAL SCIENCES	791105	1 12	0014100
MACHA	ROGER	ASSOCIATE PROFESSOR	AGRICULTURE	660901	1 10	0037464
MADDOX	WILLIAM	PROFESSOR	PHYSICS & ASTRONOMY	670901	1 10	0045400
MADDOX	ROXANNA	TECHNICIAN SR MEDICAL	BREATHITT VETERINARY CENTER	680301	1 12	0032346
MAGEE	WILLIAM	COORDINATOR PROJECT	GAT/GAERF	900910	1 12	0025500
MAGLINGER	CYNTHIA	SECRETARY/COORD SPEC EVENTS	FOOD SERVICE	820809	1 12	0017535
MAHFOUD	WADI	PROFESSOR	MATHEMATICS	680901	1 10	0041100
MAHONEY	MICHAEL	COACH HEAD/ASSISTANT PROF	FOOTBALL	870112	1 12	0048799
MALINAUSKAS	MARK	PROFESSOR/DIR HONORS PROGRAM	SPEECH COMMUNICATION THEATRE	780801	1 10	0045976
MALINAUSKAS	BARBARA	TRAINER	INDUSTRIAL ASSESSMENT	870701	1 12	0020365
MALLETT	CATHERINE	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	900910	1 12	0015000
MALLETT	LAWRENCE	CHAIR PROFESSOR	MUSIC	900801	1 12	0052000
MALONE	SUE	ANALYST SYSTEMS	INFORMATION SYSTEMS	760510	1 12	0028669
MALONE	BOBBY	PROFESSOR DIR SCHOOL SERVICE	COLLEGE OF EDUCATION	700901	1 12	0051880
MANSFIELD	ANITA	ADMINISTRATIVE SECRETARY III	LIBRARY	630401	1 12	0017825
MANSFIELD	BRENDA	DEPARTMENT SECRETARY II	ENGINEERING TECHNOLOGY	780622	1 12	0015626
MARINE	ROBBIE	SPECIALIST BENEFITS	PERSONNEL SERVICES	710801	1 12	0023373
MARK	STEVEN	ASSISTANT PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	900801	1 10	0031500

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
MAROCCHI	ABDELAZIZ	RESEARCH ASSOCIATE	CENTER OF RESERVOIR RESEARCH	900701	1 12	0018000
MARSHALL	OLIVIA	ASSISTANT REGISTRAR	ADMISSIONS & RECORDS	680903	1 12	0025570
MARSHALL	ANDREA	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	891002	1 12	0016305
MARSHALL	WILLIAM	FOREMAN CARPENTER	PHYSICAL PLANT	780703	1 12	0027530
MARTIN	CARL	DETECTIVE CAPTAIN	PUBLIC SAFETY	850803	1 12	0022666
MARZOLF	G	PROFESSOR ENDOWED CHAIR	ECOSYSTEMS STUDIES	880601	1 12	0085000
MASON	KENNETH	VISITING ASSISTANT PROFESSOR	HISTORY	880801	1 10	0029980
MATHENY	LISA	RECEPTIONIST HALL	RESIDENCE HALLS	880119	2 09	0006217
MATHIS	JOE	CUSTODIAN	PHYSICAL PLANT	900924	1 12	0010127
MATHIS	GILBERT	CHAIR PROFESSOR	ECONOMICS & FINANCE	670701	1 12	0059794
MATHIS	JO ANN	EXECUTIVE SECRETARY	STUDENT DEVELOPMENT	891027	1 12	0014802
MAUER	DARIA	ASSISTANT PROFESSOR	SPECIAL EDUCATION	900801	1 10	0026000
MAXWELL	CHARLES	PROFESSOR	ECONOMICS & FINANCE	871201	1 10	0060725
MAYES	JERRY	CHAIR ASSOCIATE PROFESSOR	SPEECH COMMUNICATION THEATRE	720901	1 12	0052264
MAYFIELD	LINDA	DEPARTMENT SECRETARY II	JOURNALISM RADIO/TV	760823	1 12	0015256
MAYNARD	JERRY	OPERATOR A	PHYSICAL PLANT	750527	1 12	0021931
MCCABE	DEBORA	CUSTODIAN	PHYSICAL PLANT	850826	1 12	0012586
MCCARTY	LARRY	COOK WC LWOPAY	FOOD SERVICE	860804	1 12	0010997
MCCLAINE	SHERRY	PUBLICATIONS EDITOR	OFFICE OF PUBLICATIONS	780501	1 12	0019580
MCCLURE	SANDRA	CLERK TYPIST I	LIBRARY	820823	1 12	0012255
MCCOY	JAMES	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	850801	1 10	0040445
MCCOY	MICHAEL	CUSTODIAN	PHYSICAL PLANT	900904	1 12	0010127
MCCREARY	TERRY	ASSISTANT PROFESSOR	CHEMISTRY	880801	1 10	0030200
MCCUISTON	MARILYN	ADMINISTRATIVE SECRETARY I	CENTER FOR CONTINUING ED	760802	1 12	0013860
MCCUISTON	GERALD	SECRETARY	PADUCAH CENTER	900801	1 12	0010730
MCCUISTON	RITA	ADMINISTRATIVE SECRETARY II	STUDENT FINANCIAL AID	780816	1 12	0016323
MCCUISTON	LILA	PHOTOLITHOGRAPHER	OFFICE OF PUBLICATIONS	680101	1 12	0019966
MCDANIEL	RALPH	ELECTRICIAN B	PHYSICAL PLANT	810207	1 12	0018028
MCDANIEL	JACKIE	SUPERVISOR	FOOD SERVICE	830822	1 12	0016327
MCDONALD	JOHN	DIRECTOR	PRINTING SERVICES	790601	1 12	0042464
MCDUGAL	CHARLOTTE	EXECUTIVE SECRETARY	LEGAL SERVICES	820324	2 12	0011093
MCDUGAL	JOHNNY	DIRECTOR	STUDENT FINANCIAL AID	650614	1 12	0040671
MCDOWELL	BOBBY	MANAGER	UNIVERSITY STORE	620101	1 12	0037373
MCFADDEN	RUTH	ASSOCIATE PROFESSOR	LIBRARY	630901	1 12	0035105
MCGAHA	CONSTANCE	TECHNICIAN MEDICAL SENIOR	BREATHITT VETERINARY CENTER	780313	1 12	0019377
MCGAUGHEY	ROBERT	CHAIR PROFESSOR/CO SHIELD AD	JOURNALISM RADIO/TV	690201	1 12	0053694
MCGINNIS	ALEEAH	LIBRARY ASSISTANT I	LIBRARY	840618	1 12	0014626
MCGREGOR	LORI	CLERK ACCOUNTING SENIOR	ACCOUNTING/FINANCIAL SERVICE	830501	1 12	0014322
MCINTOSH	FRANK	DIRECTOR/ASSISTANT PROFESSOR	UNIVERSITY INFORMATION SER	680316	1 12	0042903

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MCLAREN	JOHN	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	780801	1	10	0033546
MCLAREN	CINDY	PROGRAMMER I SYSTEMS	INFORMATION SYSTEMS	800714	1	12	0020000
MCLAUGHLIN	BRUCE	PATH HEAD ASST PROFESSOR	BREATHITT VETERINARY CENTER	830415	1	12	0056103
MCLAUGHLIN	PAMELA	TECHNICIAN SR MEDICAL	BREATHITT VETERINARY CENTER	791008	1	12	0021866
MCLEMORE	SUSAN	ADMINISTRATIVE SECRETARY I	SCHOOL RELATIONS	900205	1	12	0012246
MCNAMAMY	MELANIE	SUPERVISOR	FOOD SERVICE	821025	1	12	0017102
MCNALLY	THOMAS	ASSISTANT PROFESSOR	ENGLISH	890801	1	10	0027110
MCNEAL	JOYCE	CLERK PRE-AUDIT	PURCHASING	870601	1	12	0013391
MCNEARY	PAUL	CHAIR ASSOCIATE PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	780801	1	12	0048000
MCNEELY	BONNIE	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	870801	1	10	0039440
MCNEELY	SAMUEL	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	870801	1	10	0041693
MCVEY	PEGGY	CLERK RESEARCH	INST PLANNING & RESEARCH	880801	1	12	0013650
MELCER	TED	ASSISTANT PROFESSOR	PSYCHOLOGY	890801	1	10	0028400
MELOAN	ROSS	COUNSELOR/INSTRUCTOR	COUNSELING & TESTING CENTER	770516	1	10	0025967
MICHELSON	STEVEN	ASSOCIATE PROFESSOR/DIR	MUSIC	900801	1	10	0032000
MIKULCIK	JOHN	PROFESSOR	AGRICULTURE	630901	1	10	0042069
MILES	ZANA	SECRETARY/ADMIN ASSISTANT	W KY SMALL BUSINESS DEV CENT	840402	1	12	0014411
MILKMAN	MARTIN	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	880801	1	10	0036225
MILLER	MICHAEL	PROFESSOR	ENGLISH	680901	1	10	0036375
MILLER	JAMIE	PLUMBER B	PHYSICAL PLANT	870511	1	12	0015309
MILLER	DOROTHY	MANAGER UNIT	FOOD SERVICE	681101	1	12	0021575
MILLER	NORMA	SEAMSTRESS	UPHOLSTERY SHOP	830323	1	12	0013995
MILLER	DONNA	ADMINISTRATIVE SECRETARY II	FACULTY SENATE	770817	2	10	0007188
MILLER	TINA	CLERK TYPIST II	RESIDENCE HALLS	840822	1	12	0012251
MILLER	THOMAS	CHAIR PROFESSOR/INT DIR FOUN	ACCOUNTING	670901	1	12	0075136
MILLER	JOHN	FOREMAN HEATING	PHYSICAL PLANT	750303	1	12	0028836
MILLER	ROSEMARY	COORD TRAIN/SM BUS CONSULTAN	W KY SMALL BUSINESS DEV CENT	820106	1	12	0022164
MILLER	LINDA	SYSTEMS ANALYST	UNIV RELATIONS & ADMIN SER	890801	1	12	0028100
MILLER	IRVIN	OPERATOR A	PHYSICAL PLANT	810209	1	12	0021301
MILLER	VIOLA	DEAN/ASSOC PROF/ASST VPASA	CENTER FOR CONTINUING ED	760801	1	12	0058500
MILLER	FRED	ASSOCIATE PROFESSOR/DIR	MANAGEMENT & MARKETING	840801	1	10	0047050
MILTON	HARRY	ENGINEER CHIEF	PHYSICAL PLANT	810701	1	12	0040986
MINOR	ANN	INSTRUCTOR CLINICAL	NURSING	820104	1	10	0020550
MITCHELL	MARTIN	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	900801	1	12	0029000
MOFIELD	WILLIAM	PROFESSOR	JOURNALISM RADIO/TV	640716	1	10	0043255
MOLLAUN	BETTY	ADMINISTRATIVE SECRETARY I	FINE ARTS & COMMUNICATION	850409	1	12	0013371
MONEYHUN	KAY	ASSISTANT PROFESSOR	MATHEMATICS	900801	1	10	0029000
MOORE	MARTHA	VISITING INSTRUCTOR	SPEECH COMMUNICATION THEATRE	900101	1	10	0024000
MOORE	LINDA	COORD DEVELOP ANNUAL FUND	MSU FOUNDATION	830901	1	12	0024836

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MORGAN	JANICE	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	860801	1	10	0027003
MORGAN	JUDITH	MANAGER BUSINESS OPERATIONS	PHYSICAL PLANT	810720	1	12	0030213
MORGAN	JOHN	CUSTODIAN	FOOD SERVICE	890109	1	12	0010768
MORGAN	GLORIA	ADMINISTRATIVE SECRETARY I	CURRIS CENTER ADMINISTRATION	760826	1	12	0014452
MORGAN	DELIA	SUPERVISOR	FOOD SERVICE	830822	1	12	0015810
MORRIS	CRAIG	ASSISTANT COACH	BASKETBALL	890610	1	12	0035171
MORRIS	JEFFREY	GROUNDSKEEPER	PHYSICAL PLANT	900813	1	12	0011087
MORRIS	JAMES	FOREMAN CUSTODIAL	PHYSICAL PLANT	690701	1	12	0020199
MORRISON	JOHN	ELECTRICIAN A LWOP	PHYSICAL PLANT	691020	1	12	0023816
MORTON	JENA	SUPERVISOR LABORATORY	HEALTH SERVICES	891211	1	12	0017351
MOSS	AMBERLY	CLERK TYPIST II	ADMISSIONS & RECORDS	881114	1	12	0011683
MUEHLEMAN	JACOB	PROFESSOR	PSYCHOLOGY	710801	1	10	0037668
MULLINAX	DAVID	REPAIR FLOOR & CARPET	PHYSICAL PLANT	760823	1	12	0021948
MURPHY	JOHN	ASSISTANT PROFESSOR	ENGLISH	900801	1	10	0025700
MURPHY	BARRY	BUYER CONSTRUCTION	PURCHASING	831003	1	12	0021638
MURRELL	HEIDI	ADMINISTRATIVE SECRETARY I	PUBLIC SAFETY	861027	1	12	0012842
MUSCIO	FUGEN	PROGRAMMER I	INFORMATION SYSTEMS	830606	1	12	0020000
MUSCIO, JR.	OLIVER	PROFESSOR	CHEMISTRY	760801	1	10	0039500
MYATT	SHARON	VISITING ASSISTANT PROFESSOR	NURSING	830801	1	10	0028375
MYERS	GRATZ	ASSOCIATE PROFESSOR	JOURNALISM RADIO/TV	900801	1	10	0030000
MYHILL	LINDA	COORDINATOR	ALUMNI/DEVELOPMENT RECORDS	860428	1	12	0015200
NABEREZNY	PAUL	COUNSELOR/INSTRUCTOR	COUNSELING & TESTING CENTER	750801	1	12	0030490
NANCE	RUTH	FOREMAN BINDERY	PRINTING SERVICES	800116	1	12	0016850
NANNY	BETTY	CLERK III	ADMISSIONS & RECORDS	800707	1	12	0014878
NAREWSKI	STANLEY	COACH TRACK/INSTRUCTOR	HEALTH/PE/RECREATION	880104	1	10	0029556
NAREWSKI	ANN	COORD TUTOR/SSD PROGRAM	LEARNING CENTER	890101	1	10	0019205
NAUGLE	BURL	ASSOCIATE PROFESSOR	GEOSCIENCES	810801	1	10	0037850
NAUGLE	BARBARA	RECEPTIONIST HALL	RESIDENCE HALLS	880829	2	09	0005704
NELSON	MARK	VISITING INSTRUCTOR/DIR FOR	SPEECH COMMUNICATION THEATRE	900801	1	10	0022000
NERNEY	GAYNE	ASSOCIATE PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	820801	1	10	0029051
NESBIT	DOUGLAS	INSTRUCTIONAL CONSULTANT	FACULTY RESOURCE CENTER	850801	1	10	0020777
NESBITT	VIRGINIA	WORKER SNACK BAR	FOOD SERVICE	901112	1	09	0008331
NEU	SUZANNE	VET PATH/ASSISTANT PROFESSOR	BREATHITT VETERINARY CENTER	880701	1	12	0049091
NEWMAN	PAUL	ASSISTANT TRAINER	ATHLETIC TRAINER	861001	1	10	0021805
NEWPORT	CLARETTA	HOUSEKEEPER	PHYSICAL PLANT	710503	1	12	0014672
NEWSOME	DEBORAH	WORKER SNACK BAR	FOOD SERVICE	800811	1	12	0012863
NEWSOME	HOWARD	FOREMAN ENVIRONMENTAL CONT	PHYSICAL PLANT	740603	1	12	0027530
NEWSOME	AUDREY	OPERATOR B	PHYSICAL PLANT	810504	1	12	0017983
NEWSOME	GLENDA	DEPARTMENT SECRETARY I	ED LEADFRSHIP & COUNSELING	890807	2	12	0006345

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NEWTON	STEVE	COACH HEAD/ASSISTANT PROF	BASKETBALL	780301	1	12	0062500
NICHOLS	MILDRED	ASSISTANT COORDINATOR	ADULT LEARNING CENTER	740925	1	11	0012910
NICHOLS	PATSY	PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	780101	1	10	0042304
NICHOLS	GEORGE	PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	690901	1	10	0041796
NIFFENEGGER	PHILLIP	PROFESSOR	MANAGEMENT & MARKETING	750801	1	10	0051000
NIMMO	ELAINE	CUSTODIAN	RESIDENCE HALLS	870518	1	12	0010941
NOEL	PEGGY	CLERK TYPIST I	RESIDENCE HALLS	880421	2	09	0006722
NOLIN	ROBERT	REPAIR OFFICE MACHINE	OFFICE MACHINE REPAIR	730501	1	12	0020212
NORSWORTHY	MARTHA	DEPARTMENT SECRETARY I	PSYCHOLOGY	800102	1	11	0011936
NYGAARD	NANCY	CHAIR ASSOCIATE PROFESSOR	NURSING	840101	1	12	0053750
OAKLEY	JAMES	MANAGER CENTRAL STORES	PURCHASING	730101	1	12	0018665
OAKLEY	JOE	PATROL OFFICER	PUBLIC SAFETY	900719	1	12	0015493
OAKLEY, JR	JAMES	MAINTENANCE WORKER II	W KY EXPO CENTER	900813	1	12	0011443
OBRIEN	DIANNE	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	780801	1	10	0034403
OEDING	RANDALL	COOK	FOOD SERVICE	800916	1	09	0010247
OLDHAM	MARGARET	WORKER GLASSROOM	BREATHITT VETERINARY CENTER	840206	1	12	0011420
OLIVER	WILLIAM	VISIT LECTURER SFIL	COMPUTER STUDIES	860801	1	12	0010000
OLSON	JACQUELYNN	WORKER SNACK BAR	FOOD SERVICE	900917	1	12	0010363
ORR	LINDA	PUBLICATIONS COORDINATOR	CENTER FOR CONTINUING ED	860127	1	12	0016809
ORR	EVA	WORKER SNACK BAR	FOOD SERVICE	780106	1	09	0010168
OSBORN	MARGARETTE	WORKER SALAD	FOOD SERVICE	660301	1	09	0010618
OSBORNE	MARTHA	SUPERVISOR PRODUCTION CONT	INFORMATION SYSTEMS	770825	1	12	0020743
OUTLAND	CHARLES	ASSIST TO DIRECTOR PHY PLANT	PHYSICAL PLANT	590201	1	12	0047508
OUTLAND	SHERI	RECEPTIONIST HALL	RESIDENCE HALLS	880125	2	09	0006229
OUTLAND	MARY	EXECUTIVE SECRETARY	ACADEMIC AND STUDENT AFFAIRS	680208	1	12	0018665
OVERBEY	JACQUELYN	SPECIALIST BID MGT LWOPAY	PURCHASING	831003	1	12	0013647
OVERBY	JAMES	GENERAL COUNSEL & PROFESSOR	LEGAL SERVICES	670901	1	12	0060000
OWEN	DAVID	ASSOCIATE PROFESSOR	CHEMISTRY	780801	1	10	0038900
OWEN	BRENDA	DEPARTMENT SECRETARY II	ED LEADERSHIP & COUNSELING	700914	1	12	0015749
OWEN	WILTON	WAREHOUSEMAN	PHYSICAL PLANT	880919	1	12	0012430
OWENS	KAREN	RECEPTIONIST	WICKLIFFE MOUNDS	900810	1	12	0009497
OWENS	MARY	MERCHANDISER EMBLEMATIC	UNIVERSITY STORE	810105	1	12	0014240
PACE	GARY	PAINTER A	PHYSICAL PLANT	780710	1	12	0014095
PADGETT	MAMIE	DEPARTMENT SECRETARY I	TEACHER EDUCATION SERVICES	870810	1	12	0011826
PALMER	WILLIAM	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	900801	1	10	0038000
PARADISE	DORIS	ASST DIRECTOR FOR POSTAL SER	POSTAL SERVICES	850114	1	12	0025019
PARKER	CAROLYN	CASHIER HEAD & ASST PRO SHOP	MSU FOUNDATION GOLF	840701	1	12	0016370
PARKER	SAMMY	VISITING ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	900801	1	10	0028000
PARM	JANICE	CLERK DEGREE	ADMISSIONS & RECORDS	760202	1	12	0015874

ALPHABETICAL LISTING OF EMPLOYEES
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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
PARRISH	JERRY	LOCKSMITH	PHYSICAL PLANT	690701	1	12	0020435
PARTEE	JIMMY	CREW FARM	FARM	780701	1	12	0015464
PASCHALL	DIAN	CASHIER	FOOD SERVICE	850817	1	09	0010109
PASCHALL	HELEN	CUSTODIAN	RESIDENCE HALLS	780501	1	12	0013322
PASCO	KATHRYN	ADMINISTRATIVE ASSISTANT	STUDENT DEVELOPMENT	840820	1	12	0026102
PASSINO	ROBERT	CLERK MAIL CARRIER	POSTAL SERVICES	870624	1	12	0012632
PATTERSON	H.	ANALYST SYSTEMS SR	INFORMATION SYSTEMS	790625	1	12	0039487
PATTERSON	TOMMY	TRUCK DRIVER WAREHOUSE	PURCHASING	690721	1	12	0013364
PAYNE	JUDITH	VISITING ASSISTANT PROFESSOR	HOME ECONOMICS	780801	1	10	0030414
PAYNE	WILLIAM	ASST TO VPASA/COORD/ASSOC PR	ACADEMIC AND STUDENT AFFAIRS	760801	1	12	0055500
PAYNE	WALTER	CUSTODIAN	PHYSICAL PLANT	890814	1	12	0010688
PEARCE	ROBERT	FOREMAN/PRESSMAN	PRINTING SERVICES	690801	1	12	0023457
PEARSON	LORI	CLERK TYPIST	ALUMNI/DEVELOPMENT RECORDS	900813	1	12	0010397
PERLOW	MICHAEL	ASSISTANT PROFESSOR	NURSING	840801	1	10	0035000
PERVINE	ROBERT	ASSISTANT PROFESSOR	MATHEMATICS	850801	1	10	0034400
PETRIE	GARTH	CHAIR ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	740801	1	12	0045175
PHELPS	DEBORAH	RECEPTIONIST	PADUCAH CENTER	901126	1	12	0009496
PHILLIPS	VERNA	DEPARTMENT SECRETARY II	PSYCHOLOGY	800303	1	12	0014658
PHILLIPS	EARL	GROUNDSMAN II	MSU FOUNDATION GOLF	860801	1	12	0011818
PHILLIPS	JOHN	PATROL OFFICER	PUBLIC SAFETY	880730	1	12	0017107
PHILPOT	TIMOTHY	ASSISTANT PROFESSOR LWPAY	ENGINEERING TECHNOLOGY	860801	1	10	0032184
PIERCE	JEFFERY	CUSTODIAN	CURRIS CENTER OPERATIONS	821002	1	12	0012673
PIERCE	LINDA	SUPERVISOR GRAPHICS DESIGN	OFFICE OF PUBLICATIONS	780628	1	12	0024000
PIERCEALL	SHARON	ADMINISTRATIVE SECRETARY II	RESIDENCE HALLS	851014	1	12	0013945
PIERCEALL	RICHARD	CUSTODIAN	PHYSICAL PLANT	840611	1	12	0011705
PILGRIM	ROBERT	ASSISTANT PROFESSOR	COMPUTER STUDIES	900801	1	10	0042500
PIOLI	SCOTT	ASSISTANT COACH	FOOTBALL	900312	1	12	0018000
PITMAN	MARTHA	ADMINISTRATIVE ASSISTANT	COOPERATIVE ED & PLACEMENT	800616	1	12	0017249
POGUE	EURIE	MASON	PHYSICAL PLANT	720807	1	12	0023846
POOR	MARTHA	RECEPTIONIST TYPIST	BREATHITT VETERINARY CENTER	890201	1	12	0011035
POPE	LOIS	VISITING INSTRUCTOR/COSTUMER	SPEECH COMMUNICATION THEATRE	900801	1	10	0025000
PORTER	SHIRLEY	CUSTODIAN/GLASS ROOM WORKER	BREATHITT VETERINARY CENTER	871001	1	12	0011063
POSEY	THOMAS	CHAIR PROFESSOR	PSYCHOLOGY	690901	1	12	0055233
POSEY	MARIAN	DIRECTOR ACTING	FACULTY RESOURCE CENTER	790910	1	12	0032353
POST	PATYIE	VISITING LECTURER	MATHEMATICS	890801	1	10	0020000
POWELL	SUSAN	ACCOUNTANT	ACCOUNTING/FINANCIAL SERVICE	871015	1	12	0027897
POWELL	ELIZABETH	ASSISTANT PROFESSOR	NURSING	810801	1	10	0034000
POWELL	LORETTA	DEPARTMENT SECRETARY II	OCCUPATIONAL SAFETY & HEALTH	820830	1	12	0013588
POWERS	CHRISTINE	CLERK MATERIALS & SUPPLIES	PHYSICAL PLANT	900507	1	12	0012131

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
POYNOR	ANITA	MANAGER ACCOUNTS RECEIVABLE	ACCOUNTING/FINANCIAL SERVICE	810817	1	12	0029327
PRATER	GREG	ASSOCIATE PROFESSOR	SPECIAL EDUCATION	831024	1	10	0032238
PRATT	WILLIAM	SUPT FOR CUSTODIAL SERVICES	RESIDENCE HALLS	700716	1	12	0025299
PRESCOTT	JAMES	CARPENTER UTILITY A	PHYSICAL PLANT	720918	1	12	0022572
PRICE	LORA	ADMINISTRATIVE SECRETARY I	PERSONNEL SERVICES	901114	1	12	0011376
PRICE	KATHLEEN	NURSE HEAD	HEALTH SERVICES	790730	1	12	0025000
PRICE	SARAH	CLERK LIBRARY	LIBRARY	900716	1	12	0010397
PRICE, JR	WILLIAM	ASSISTANT DEAN/PROFESSOR	COLLEGE OF EDUCATION	620901	1	12	0057156
PRINCE	ANTONIO	PATROL OFFICER	PUBLIC SAFETY	861001	1	12	0017244
PRITCHARD	CAROL	LIBRARY ASSISTANT I	LIBRARY	810105	1	12	0017910
PRITCHETT	TIMOTHY	DELIVERYMAN/WAREHOUSE LABOR	PURCHASING	901215	1	12	0009947
PURCELL	JOHN	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	740801	1	10	0036510
PURCELL	BENNIE	COACH TENNIS	MENS TENNIS	630701	2	12	0020412
RADKE	PAUL	DIRECTOR	SCHOOL RELATIONS	860320	1	12	0036224
RAGSDALE	RONNIE	ANALYST PROGRAMMER SR	INFORMATION SYSTEMS	820601	1	12	0028193
RAJ	VICTOR	ASSISTANT PROFESSOR	COMPUTER STUDIES	900801	1	10	0046500
RAMSEY	EDDIE	CARPENTER UTILITY B	PHYSICAL PLANT	820913	1	12	0015724
RAMSEY	KENNETH	SUPERVISOR OFFICE MACH REP	OFFICE MACHINE REPAIR	770906	1	12	0023597
RAMSEY	EMMA	CLERK LIBRARY	LIBRARY	780814	1	12	0012960
RAMSEY	BARBARA	SUPERVISOR	FOOD SERVICE	750110	1	12	0014821
RAMSEY	JAMES	ROOF & BUILDING SYSTEM	PHYSICAL PLANT	830701	1	12	0014842
RANDOLL	MAUREEN	PATROL OFFICER	PUBLIC SAFETY	890916	1	12	0016227
RASPBERRY	RITA	DEPARTMENT SECRETARY I	BIOLOGICAL SCIENCES	840901	1	10	0010000
RAY	CLOVIS	WORKER BEVERAGE LINE	FOOD SERVICE	900816	1	09	0008085
RAYBURN	BILLIE	ASST ATH DIR FOR BUS & OPER	ATHLETIC DIRECTOR	881115	1	12	0037828
REAGAN	CAROLYN	DEPARTMENT SECRETARY II	MANAGEMENT & MARKETING	630601	1	12	0015664
REAGAN	JOHNNY	COACH HEAD	BASEBALL	570901	2	12	0023689
REAMER	SHIRLEY	DEPARTMENT SECRETARY II	INDUSTRIAL ED & TECHNOLOGY	790322	1	12	0015298
REBAR	CYNTHIA	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	890713	1	10	0030800
REED	MIGNON	CLERK TYPIST I	MUSIC	881017	1	10	0009810
REED	THOMAS	LEADER CUSTODIAL CREW	RESIDENCE HALLS	850821	1	12	0013384
REED	MICHAEL	HELPER PLASTERER	PHYSICAL PLANT	760706	1	12	0012865
REICHMUTH	ROGER	ASSIST DEAN ACT/ASSOC PROF	FINE ARTS & COMMUNICATION	700901	1	12	0049000
RESIG	CLAIRE	DEPARTMENT SECRETARY II	FOREIGN LANGUAGES	830815	1	09	0010064
REYNOLDS	REBECCA	VISITING GUEST ARTIST	SPEECH COMMUNICATION THEATRE	900801	1	10	0019500
REZABEK	KENDALL	ADMIN ASST/VISIT LECTURER	BUSINESS & PUBLIC AFFAIRS	890815	1	12	0023000
RHALY	HENRY	ASSOCIATE PROFESSOR	MATHEMATICS	850801	1	10	0035550
RICE	SAMUEL	PROGRAMMER ANALYST II	INFORMATION SYSTEMS	840130	1	12	0021043
RICE	GARY	TECHNICIAN FIELD	CENTER OF RESERVOIR RESEARCH	890115	1	12	0019000

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
RICE	PAMELA	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	820801	1 10	0032109
RICH	STEVEN	DIRECTOR MARKETING & PROMO	ATHLETIC DIRECTOR	900726	1 12	0024000
RICHARD	ROBERT	DIRECTOR LWOPAY	COOPERATIVE ED & PLACEMENT	810128	1 12	0035976
RICHARDSON	STEPHEN	ASSOCIATE DIRECTOR	PHYSICAL PLANT	870501	1 12	0037203
RICHERSON	VIRGINIA	ASSISTANT PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	850801	1 10	0036624
RICHERSON	NORMA	CLERK TYPIST II	LIBRARY	700427	1 12	0013957
RICHMOND	WILLIAM	ASSOCIATE PROFESSOR	MANAGEMENT & MARKETING	880101	1 10	0040400
RILEY	GLENDA	DEPARTMENT SECRETARY I	ELEMENTARY & SECONDARY ED	880314	1 12	0011631
RITTER	ALYSIA	ASSISTANT PROFESSOR	PSYCHOLOGY	890801	1 10	0028600
ROBERSON	TERRY	MECHANIC SMALL ENGINE	MOTOR POOL	880701	1 12	0014683
ROBERTS	JOHN	CUSTODIAN	FOOD SERVICE	831007	1 12	0012002
ROBERTS	NATHAN	CUSTODIAN	CURRIS CENTER OPERATIONS	810728	1 12	0012768
ROBERTSON	NORMA	DEPARTMENT SECRETARY II	NURSING	741101	1 12	0015800
ROBERTSON	HAROLD	PROFESSOR	MATHEMATICS	660901	1 10	0039500
ROBERTSON	PAUL	OPERATOR B	PHYSICAL PLANT	820920	1 12	0018229
ROBINSON	FRANKLIN	PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	680901	1 10	0036932
ROBINSON	RONALD	MECHANICAL MAINT SERVICE	PHYSICAL PLANT	720703	1 12	0021155
RODGERS	WILLA	ADMINISTRATIVE SECRETARY I	LIBRARY	720901	1 12	0014022
ROGERS	MARY	WORKER SNACK BAR	FOOD SERVICE	871010	1 12	0011539
ROGERS	SANDRA	ADMIN ASSISTANT TO PRESIDENT	PRESIDENT'S OFFICE	620901	1 12	0026000
ROGERS	RICHARD	ACCOUNTANT	ACCOUNTING/FINANCIAL SERVICE	900701	1 12	0016500
ROGERS	LINDA	RECEPTIONIST HALL	RESIDENCE HALLS	810820	2 09	0007069
ROGERS	RHONDA	DEPARTMENT SECRETARY II	PHYSICS & ASTRONOMY	810908	1 12	0014500
ROSE	WINFIELD	PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	790701	1 10	0044014
ROSE	BARBARA	ADMINISTRATIVE ASSISTANT	ACADEMIC AND STUDENT AFFAIRS	710823	1 12	0023000
ROSE	JOSEPH	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	660901	1 10	0037285
ROSS	MOLLY	ADMIN ASSISTANT/SECRETARY	COLLEGE OF SCIENCE	780701	1 12	0027750
ROULSTON	HELEN	ASSISTANT PROFESSOR	ENGLISH	640915	1 10	0028461
ROULSTON	CHARLES	PROFESSOR	ENGLISH	640901	2 10	0017755
ROUSE	SHERRYL	COACH HEAD	WOMEN'S TENNIS	860331	1 10	0016559
ROWLAND	BRENDA	SMALL SYS PLAN & CONT ANALY	INFORMATION SYSTEMS	791126	1 12	0024913
ROYALTY	JOEL	ASSISTANT PROFESSOR	PSYCHOLOGY	850801	1 10	0032000
RUDOLPH	HOLLY	ASSISTANT PROFESSOR	ACCOUNTING	810112	1 10	0046000
RUDOLPH	JAMES	ASSOCIATE PROFESSOR	AGRICULTURE	730801	1 10	0044188
RUDOLPH	MARY	CASHIER	UNIVERSITY STORE	781211	1 12	0013173
RUGGLES	RONALD	PROJECT ASSISTANT	GAT/GAERF PROJECT	901001	1 12	0016000
RUSSELL	SHARON	ADMINISTRATIVE SECRETARY I	WOMEN'S TRACK	800701	1 12	0014500
SANDERS	BARBARA	SUPERVISOR	FOOD SERVICE	850330	1 12	0015975
SANDERS	SANDRA	ASSIST PROF/ACT HEAD REF	LIBRARY	900220	1 12	0025201

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SASSO	PAUL	ASSOCIATE PROFESSOR	ART	810801	1	10	0033468
SCAGGS	GINA	VISITING INSTRUCTOR	MUSIC	900801	1	10	0022000
SCARBOROUGH	ROBERT	FOREMAN PLUMBING	PHYSICAL PLANT	680901	1	12	0027530
SCARBROUGH	DORIS	EQUIPMENT OPERATOR LIGHT	PHYSICAL PLANT	750929	1	12	0014934
SCHAEFFER	STEVEN	COOK	FOOD SERVICE	900816	1	09	0008708
SCHANBACHER	EUGENE	PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	610901	1	10	0043119
SCHECTER	MARC	ELECTRICIAN A	PHYSICAL PLANT	761122	1	12	0023591
SCHEMPP	JAMES	ASSOCIATE PROFESSOR	SPEECH COMMUNICATION THEATRE	700901	1	10	0032736
SCHENIAN	PAMELA	ARCHAEOLOGIST STAFF SR	ARCHEOLOGY SERVICE CENTER	831103	1	12	0027000
SCHLABACH	CHRISTINE	ADJUNCT INSTRUCTOR	MUSIC	860801	2	12	0004310
SCHLABACH	JOHN	ASSISTANT PROFESSOR	MUSIC	830801	1	10	0026584
SCHNAUTZ	EDWARD	WORKER UTILITY MAINTENANCE	COLLEGE OF SCIENCE	790702	1	12	0019250
SCHNEIDERMAN	STEVEN	CHAIR ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	890701	1	12	0046000
SCHOENFELDT	ROGER	PROFESSOR	MANAGEMENT & MARKETING	680901	1	10	0053775
SCHRAM	MARK	POST DOCTORAL RESEARCHER	CENTER OF RESERVOIR RESEARCH	880715	1	12	0021800
SCHROCK	PEGGY	ASSISTANT PROFESSOR	ART	900801	1	10	0025500
SCHROEDER	GARY	ASSISTANT PROF DIRECTOR	TEACHER EDUCATION SERVICES	760201	1	12	0039017
SCHROEDER	OWEN	ASSISTANT DIRECTOR	BREATHITT VETERINARY CENTER	870323	1	12	0039925
SCHUMER	LINDA	COORDINATOR	RESIDENCE HALLS	870801	1	12	0018367
SCOTT	CAROLYN	WORKER SERVING LINE	FOOD SERVICE	810105	1	12	0012481
SCOTT	SHARON	WORKER SNACK BAR	FOOD SERVICE	850330	1	12	0011539
SCOTT	FRANK	CUSTODIAN	PHYSICAL PLANT	791126	1	12	0012936
SCOTT	RICHARD	ASSOCIATE PROFESSOR	MUSIC	830801	1	10	0033427
SEALE	WILLIAM	CHAIR PROFESSOR	MANAGEMENT & MARKETING	650901	1	12	0065323
SEEVERS	MARY	SECRETARY LEGAL	LEGAL SERVICES	800117	1	12	0020559
SEAY	ROBERT	ASSOCIATE PROFESSOR	ACCOUNTING	850801	1	10	0054325
SEGOVIA, JR	OSCAR	COACH HEAD	WOMEN'S VOLLEYBALL	870701	1	12	0023127
SERRE	CAMILLE	ASSOCIATE PROFESSOR	ART	850801	1	10	0030463
SHEEKS	RUSSELL	PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	650901	1	10	0039492
SHELBY	VERNEDA	VISITING INSTRUCTOR	GEOSCIENCES	850101	1	10	0022000
SHELLEY	JOHNNY	OPERATOR COMPUTER	INFORMATION SYSTEMS	860818	1	12	0015328
SHELTON	RITA	ADMINISTRATIVE SECRETARY III	OFFICE OF DEVELOPMENT FOUND	870105	1	12	0015704
SHEPARD	FREDERICK	PROFESSOR	ART	630901	1	10	0043290
SHERIDAN	TONY	CLERK MAIL	POSTAL SERVICES	870202	1	12	0011942
SHIELDS	MICHAEL	MAINTENANCE WORKER II	W KY EXPO CENTER	890925	1	12	0012182
SHULTZ	JANIS	RECEPTIONIST	ADMISSIONS & RECORDS	891009	1	12	0010822
SHUPE	RICKMAN	CARPENTER B	PHYSICAL PLANT	860801	1	12	0014025
SICKEL	JAMES	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	750801	1	10	0033800
SIEBOLD	BERT	ASSOCIATE PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	820801	1	10	0031890

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SIETING	LOUIE	CUSTODIAN	PHYSICAL PLANT	881010	1	12	0010937
SIMMONS	MARGARET	ASST ATH DIR/COACH/ASST PROF	HEALTH/PE/RECREATION	690901	1	12	0035563
SIMMONS	THOMAS	ASSISTANT PROF/ATH TRAINER	HEALTH/PE/RECREATION	650901	1	12	0034806
SIMMONS	TONYA	CLERK LIBRARY	LIBRARY	901001	1	12	0010397
SIMMONS	BARRY	MANAGER FARM	AGRICULTURE	840910	1	12	0026000
SIMPSON	MILDRED	SUPERVISOR MEDIA SUPPLIES	BREATHITT VETERINARY CENTER	680819	1	12	0018053
SIMS	FRANKIE	CUSTODIAN	PHYSICAL PLANT	770711	1	12	0013539
SIMS	ANNIE	CUSTODIAN	PHYSICAL PLANT	790521	1	12	0013370
SINGH	SHRI	VET MICROBIOLOGIST ASSOC PRO	BREATHITT VETERINARY CENTER	890710	1	12	0048598
SKINNER	KEITH	SUPERVISOR	FOOD SERVICE	740820	1	09	0015426
SKINNER	CHERYL	CASHIER	FOOD SERVICE	820828	1	09	0010671
SLIMMER	VIRGINIA	PROFESSOR	HOME ECONOMICS	820801	1	12	0045000
SMITH	CHARLES	PROFESSOR	BIOLOGICAL SCIENCES	690901	1	10	0042550
SMITH	MARY	COORDINATOR ADMISSION SYSTEM	ADMISSIONS & RECORDS	710719	1	12	0025570
SMITH	JANICE	CUSTODIAN	PHYSICAL PLANT	890828	1	12	0010687
SMITH	DANIEL	SUPERVISOR AUDIO VISUAL	BOY SCOUT MUSEUM	861101	1	12	0020000
SMITH	DIANA	SECRETARY/BOOKKEEPER	MOTOR POOL	880906	1	12	0012228
SMITH	LARRY	LABORATORY ASSISTANT SENIOR	BREATHITT VETERINARY CENTER	831201	1	12	0017106
SMITH	EUGENE	GROUNDSMAN I	MSU FOUNDATION GOLF	900115	1	12	0010886
SMITH	HAFFORD	CUSTODIAN	FOOD SERVICE	831114	1	12	0012002
SMITH	NELDA	CUSTODIAN	RESIDENCE HALLS	900806	1	12	0010127
SNELL	SUSAN	AUDIOLOGIST CLINIC	SPECIAL EDUCATION	830701	1	12	0027502
SNYDER	MARLYN	CUSTODIAN	PHYSICAL PLANT	810127	1	12	0012789
SNYDER	CARL	NECROPSY PROSECTOR	BREATHITT VETERINARY CENTER	740805	1	12	0014922
SOLMON	CAROL	ADMIN ASSISTANT TO DIRECTOR	STUDENT SUPPORT SERVICES	790201	1	12	0017080
SOWERBY	FRED	COUNSELOR/COORDINATOR	EDUCATIONAL TALENT SEARCH	880915	1	12	0020000
SPANN	JERILYN	SECRETARY/BOOKKEEPER	MOTOR POOL	900716	1	12	0011474
SPANN	BETTIE	CASHIER SENIOR	ACCOUNTING/FINANCIAL SERVICE	681028	1	12	0017545
SPEIGHT	JERRY	ASSOCIATE PROFESSOR	ART	750801	1	10	0033656
SPERATH	ALBERT	DIR GALLERIES/VISIT ASST PRO	ART	900917	1	12	0030000
SPINDLEMAN	WANDA	CUSTODIAN	PHYSICAL PLANT	890828	1	12	0010688
SPINDLEMAN	DONALD	GROUNDSKEEPER	PHYSICAL PLANT	860923	1	12	0012125
STACY	HELEN	OPERATOR CLERK/CENTREX	TELECOMMUNICATIONS SUPPORT	870601	2	12	0006039
STAGGS	ALLEN	TRUCK DRIVER SANITATION	PHYSICAL PLANT	900604	1	12	0011087
STAMBAUGH	CLYDE	ASSOCIATE PROFESSOR	ACCOUNTING	860801	1	10	0063010
STARKS	CATHERINE	WORKER SERVING LINE	FOOD SERVICE	871101	1	12	0008757
STEELE	LINDA	CUSTODIAN	RESIDENCE HALLS	790813	1	12	0011902
STEELE	ROY	FOREMAN CONSTRUCTION	PHYSICAL PLANT	811031	1	12	0020782
STEEN	JEFF	TRAINER/LEAD	HAZARDOUS WASTE CONSORTIUM	880125	1	12	0036135

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
STEFFA	JOHN	ASSISTANT PROFESSOR	MUSIC	880801	1	10	0029288
STEFFEN	CHARLES	PROFESSOR LWOPAY	HISTORY	770801	1	10	0033430
STEIDEN	TERRY	ASSOCIATE DIRECTOR	PHYSICAL PLANT	890615	1	12	0031611
STEIGER	RICHARD	PROFESSOR SAB LWPAY	ENGLISH	760801	1	10	0035867
STEPHENS	STEPHANIE	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	891009	1	12	0016305
STEPTO	ESTELLA	DEPARTMENT SECRETARY II	HOME ECONOMICS	780918	1	12	0014894
STEWART	CHAD	CHAIR PROFESSOR	HEALTH/PE/RECREATION	620620	1	12	0057444
STOM	VIVIAN	CLERK RECEIVING	LIBRARY	891009	1	12	0010721
STONE	REX	TRUCK DRIVER SANITATION	PHYSICAL PLANT	780828	1	12	0013781
STORY	PHYLLIS	BOOKKEEPER	LIBRARY	850916	1	12	0013726
STORY	DONNA	ADMINISTRATIVE SECRETARY I	UNIVERSITY INFORMATION SER	880705	1	12	0012360
STORY	DONALD	ASSOCIATE PROFESSOR	MUSIC	670801	1	10	0034461
STRICKLAND	MICHAEL	DIRECTOR & ASSISTANT PROF	ATHLETIC DIRECTOR	870901	1	12	0060823
STRICKLAND	MARTHA	COORD WRITING/INSTRUCTOR	LEARNING CENTER	890801	2	10	0009536
STRIETER	TERRY	PROFESSOR	HISTORY	770801	1	10	0034670
STRODE	RUTH	CUSTODIAN	RESIDENCE HALLS	860203	1	12	0011980
STROUD	MARY	CLERK PAYROLL JUNIOR	ACCOUNTING/FINANCIAL SERVICE	870209	1	12	0013080
STUART	BRIDGET	NURSE STAFF	HEALTH SERVICES	790820	1	09	0015584
STUART	JAMES	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	770801	1	10	0033800
STUBBLEFIELD	CONDA	CLERK FISCAL	ACCOUNTING/FINANCIAL SERVICE	880601	1	12	0012269
SUBLETT	DANA	MERCHANDISER ART	UNIVERSITY STORE	890313	1	12	0012319
SUMMERVILLE	CLIFTON	SYSTEMS PROGRAM SR	INFORMATION SYSTEMS	810715	1	12	0049516
SUMMERVILLE	JAMIE	OPERATOR COMPUTER	INFORMATION SYSTEMS	880507	1	12	0015211
SUTHERLAND	MICHAEL	LAB ASSISTANT	GRAPHIC ARTS TECHNOLOGY	901215	1	12	0016000
SUTRICK	KENNETH	ASSOCIATE PROFESSOR	COMPUTER STUDIES	840801	1	10	0046335
SWAN	WALLACE	ASSOCIATE PROFESSOR	ENGLISH	670901	1	10	0034689
SWIFT	DONALD	LABORER	PHYSICAL PLANT	760830	1	12	0011983
TALIAFERRO	DONNA	ASSISTANT PROFESSOR	NURSING	850916	1	10	0031000
TANNER	SANDRA	WORKER SALAD	FOOD SERVICE	850330	1	09	0009599
TARVIN	JOHN	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	850801	1	10	0038550
TARVIN	SUSAN	MANAGER DATA BASE	INDUSTRY & TECHNOLOGY	850819	1	12	0018635
TAYLOR	JOHN	PROFESSOR	ELEMENTARY & SECONDARY ED	680901	1	10	0041880
TAYLOR	PATSY	BOOKKEEPER I/FOUNDATION	ACCOUNTING/FINANCIAL SERVICE	870914	1	12	0013360
TAYLOR	JIMMIE	REPAIRMAN WINDOW	PHYSICAL PLANT	800526	1	12	0014520
TAYLOR	MARIE	ASSOCIATE PROFESSOR	MUSIC	690901	1	10	0035168
TEAGUE	FRANK	TECHNICIAN MICROCOM REPAIR	INFORMATION SYSTEMS	830919	1	12	0023425
TEMPLETON	BARBARA	ASSISTANT PROFESSOR	ENGLISH	890711	1	10	0026243
TERRY	BRIEN	VISIT LECTURER BARN MANAGER	AGRICULTURE	890117	1	12	0022457
TERRIEN	CAROL	SECRETARY	EDUCATIONAL TALENT SEARCH	890911	1	12	0010769

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
THIEKE	MICHAEL	ASST COACH ACAD COORD	BASEBALL	890701	1 12	0021800
THOMAS	CARLA	DEPARTMENT SECRETARY II	ELEMENTARY & SECONDARY ED	840822	1 12	0013698
THOMAS	SYLVIA	RECEPTIONIST HALL	RESIDENCE HALLS	790816	2 09	0007143
THOMPSON	JAMES	PROFESSOR	ECONOMICS & FINANCE	670901	1 10	0052480
THOMPSON	JOHN	DEAN & PROFESSOR	BUSINESS & PUBLIC AFFAIRS	660901	1 12	0073330
THOMPSON	BARBARA	CLERK/BIS/INTERNATIONAL	ADMISSIONS & RECORDS	901008	1 12	0010730
THURMAN	LANETTE	ASSISTANT TO PRES & DIR LWOP	PRESIDENT'S OFFICE	660822	1 12	0040100
THWEATT	KATHERINE	MERCHANDISER BOOK	UNIVERSITY STORE	811210	1 12	0014505
TIBBETTS, JR	GROVER	ASSOCIATE PROFESSOR	AGRICULTURE	870801	1 10	0035868
TIBBS	PHILLIP	PROFESSOR	ACCOUNTING	600901	1 10	0041590
TIMMERMAN	MARY	ASSISTANT PROFESSOR	ART	700901	1 10	0028538
TIMMONS	KATHRYN	INSTRUCTOR	HOME ECONOMICS	830801	2 10	0018440
TIMMONS	THOMAS	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	820801	1 10	0035000
TOBEY	WINNIE	CASHIER	FOOD SERVICE	740903	1 09	0011447
TODD	ELVA	ADMINISTRATIVE SECRETARY I	INTERNATIONAL PROGRAMS	881115	1 12	0011904
TODD	TERRY	BUYER FOOD	PURCHASING	890103	1 12	0019856
TORIAN	ODELSIA	COORDINATOR	GOVERNOR MINORITY COL PREP	871001	1 12	0013650
TOTH	BARTHOLOMEW	PATROL OFFICER	PUBLIC SAFETY	821106	1 12	0018819
TOUCHTON	MAX	REPAIRMAN ELECTRONIC	OFFICE MACHINE REPAIR	780123	1 12	0022996
TRAVIS	ELIZABETH	MERCHANDISER BOOK	UNIVERSITY STORE	770815	1 12	0015368
TRICE	KENNETH	COUNSELOR MINORITY ADMISSION	SCHOOL RELATIONS	901126	1 12	0015000
TUBBS	CYNTHIA	VISITING INSTRUCTOR	HOME ECONOMICS	900801	2 10	0012000
TUCKER	KENNETH	PROFESSOR	ENGLISH	700901	1 10	0037333
TUCKER	TIMOTHY	ASSISTANT DIRECTOR	SPORTS INFORMATION	900701	1 12	0012000
TURNER	DEAN	ASSISTANT PROFESSOR	CHEMISTRY	880801	1 10	0027250
TURNER	SHELLEY	CLERK LIBRARY	LIBRARY	890814	1 12	0009927
TURNER	MERLE	WORKER SNACK BAR	FOOD SERVICE	860203	1 09	0009317
TURSKA	TONI	EXECUTIVE SECRETARY	INST PLANNING & RESEARCH	870323	1 12	0016050
TUTT	BARBARA	DEPARTMENT SECRETARY II	AGRICULTURE	610612	1 12	0016354
TYLER	TERRY	GROUNDSKEEPER	PHYSICAL PLANT	740325	1 12	0014069
TYLER	JOYCE	MERCHANDISER JEWELRY	UNIVERSITY STORE	770425	1 12	0014303
TYNES	LESLIE	UPHOLSTERER	UPHOLSTERY SHOP	860203	1 12	0016268
ULRICH	KEN	LABORER UTILITY	PHYSICAL PLANT	901001	1 12	0010127
UMAR	FAROUK	PROFESSOR/DIR MPA	POLITICAL SCIENCE/LEGAL STUD	700901	1 10	0046662
UMAR	DEE	CLERK INQUIRY	SCHOOL RELATIONS	790424	1 12	0015030
UNDERHILL	ALBERTA	LEADER CUSTODIAN TEAM	RESIDENCE HALLS	820813	1 12	0012871
USHER	RICHARD	PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1 10	0042894
VANARSDEL	TOMMY	ASSISTANT PROFESSOR	MUSIC	770801	1 10	0029300
VANCE	JERRY	WORKER STOCKROOM	FOOD SERVICE	821101	1 09	0010621

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
VAUGHAN	JAMES	ASSISTANT DEAN	INDUSTRY & TECHNOLOGY	900701	1	12	0041000
VAUGHN	EDNA	ADMINISTRATIVE SECRETARY III	BUSINESS & PUBLIC AFFAIRS	660901	1	12	0019574
VAUGHN	JACK	MANAGER ASSISTANT	UNIVERSITY STORE	680701	1	12	0035448
VENABLE	CHARLES	CUSTODIAN	PHYSICAL PLANT	900409	1	12	0010127
VERGILIS	JOSEPH	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	900801	1	10	0039000
VICKERY	GEORGE	FARM TECHNICIAN	FARM	900901	1	12	0011442
VINSON	GALE	BOOKKEEPER	CURRIS CENTER ADMINISTRATION	800105	1	12	0014860
VINSON	CHARLES	ASSOCIATE DIRECTOR	STUDENT FINANCIAL AID	711001	1	12	0028200
VOLP	ROBERT	ASSOCIATE PROFESSOR	CHEMISTRY	830801	1	10	0034000
WAAG	CARL	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	860801	1	10	0027716
WADDELL	CAROLYN	MANAGER ASSISTANT	POSTAL SERVICES	790701	1	12	0016397
WAGNER	TOMMY	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	760801	1	10	0037607
WAGNER	LINDA	CLERK MEDIA RESOURCE	FACULTY RESOURCE CENTER	770613	1	09	0010176
WAGONER	BILLY	MANAGER GOLF COURSE	MSU FOUNDATION GOLF	860801	1	12	0029500
WAGONER	DEBORAH	ACCOUNTANT PAYROLL	ACCOUNTING/FINANCIAL SERVICE	870401	1	12	0024090
WAIDE	STACY	CLERK ORDER	LIBRARY	901001	1	12	0010397
WALKER	FRANKLIN	ELECTRICIAN B	PHYSICAL PLANT	841126	1	12	0016750
WALKER	BILLY	MECHANICAL MAINT SERVICE	PHYSICAL PLANT	820301	1	12	0019616
WALL	JULIE	COORDINATOR EXHIBITS	WRATHER W KY MUSEUM	900701	1	12	0014000
WALL	LARRY	COACH HEAD	WOMEN'S BASKETBALL	890717	1	12	0032910
WALL	CELIA	DIR ACT/INTER PROG ASSOC PRO	LIBRARY/INTER PROGRAMS	800801	1	12	0036294
WALLS	WALTER	CUSTODIAN	PHYSICAL PLANT	881017	1	12	0010936
WALTERS	TERYL	ASSISTANT PROFESSOR	HOME ECONOMICS	880801	1	10	0026921
WALTERS	HENRY	VISITING ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	890801	1	12	0029000
WARD	CHARLES	DIRECTOR	OFFICE OF DEVELOPMENT	871005	1	12	0055622
WARNER	BETTY	BOOKKEEPER	ALUMNI AFFAIRS	880404	1	12	0013318
WASHER	SHIRLEY	DEPARTMENT SECRETARY II	PHILOSOPHY & RELIGIOUS STUD	720119	1	12	0014470
WATKINS	AVA	OPERATOR COMPOSER	OFFICE OF PUBLICATIONS	770913	1	12	0014997
WATKINS	YANCEY	PROFESSOR	ELEMENTARY & SECONDARY ED	660901	1	10	0042318
WATTIER	MARK	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	800801	1	10	0033812
WEATHERLY	BARBARA	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	880919	1	10	0027895
WEATHERLY	JAMES	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	750601	1	10	0039855
WEAVER	JANICE	DEAN PROFESSOR	COLLEGE OF EDUCATION	850701	1	12	0070216
WEBB	LORI	DIRECTOR INTERIM	COOPERATIVE ED & PLACEMENT	881109	1	12	0028000
WEBER	NEIL	CHAIR PROFESSOR	GEOSCIENCES	800101	1	12	0055250
WEILER	MELODY	CHAIR ASSOCIATE PROFESSOR	ART	750801	1	12	0052264
WEIS	ROGER	DIRECTOR VISIT INSTRUCTOR	AMERICAN HUMANICS	890701	1	12	0033762
WELLS	ANNE	CLERK LIBRARY	LIBRARY	881121	1	12	0011137
WELLS	JAMES	PATROL OFFICER	PUBLIC SAFETY	870801	1	12	0016935

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE PERIOD	ANNUAL SALARY
WELLS	JANE	DIRECTOR ASSOCIATE PROF LWOP	OWENSBORO MBA	800701	1 12	0041524
WELTER	MARILYN	CLERK FINANCIAL AID	STUDENT FINANCIAL AID	760622	1 12	0016515
WESLER	KIT	DIRECTOR & ASSISTANT PROF	SOCIOLOGY & ANTHROPOLOGY	830701	1 12	0029787
WEST	EDWARD	DIRECTOR/INTERIM COORD UR&AS	PHYSICAL PLANT	820901	1 12	0055075
WEST	DONNA	DEPARTMENT SECRETARY II	HEALTH/PE/RECREATION	860818	1 12	0012493
WEST	SARAH	MEDICAL TRANSCRIBER	BREATHITT VETERINARY CENTER	850408	1 12	0012979
WHALEY	PETER	PROFESSOR	GEOSCIENCES	680815	1 10	0043500
WHARTON	JACKIE	MAINTENANCE WORKER I	BREATHITT VETERINARY CENTER	900416	1 12	0010730
WHITAKER	WILLIAM	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	750801	1 10	0039458
WHITAKER	CHERYL	ADMINISTRATIVE SECRETARY I	BASKETBALL	850911	1 12	0013645
WHITAKER	HARRY	MICROBIO IV & ASST PROFESSOR	BREATHITT VETERINARY CENTER	731015	1 12	0038615
WHITE	BETTY	INSTRUCTOR	ENGLISH	900801	1 10	0025200
WHITE	STEPHEN	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	810801	1 10	0030800
WHITE	DAVID	ASSOCIATE PROFESSOR/DIR STAT	BIOLOGICAL SCIENCES	880901	1 12	0040000
WHITE	CARLA	CUSTODIAN	PHYSICAL PLANT	890831	1 12	0010688
WHITE	GARY	CUSTODIAN	FOOD SERVICE	900816	1 12	0009894
WHITFIELD	TRUMAN	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1 10	0042229
WHITTAKER	NANCY	MANAGER ACCOUNTING	ACCOUNTING/FINANCIAL SERVICE	860102	1 12	0028844
WILDER	CLEO	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	690901	1 10	0035650
WILDEY	CHESTER	TRAINER/JOB DEVELOPER	INDUSTRIAL ASSESSMENT	900918	2 12	0013341
WILES	CHARLES	ASSISTANT COACH	FOOTBALL	900312	1 12	0018000
WILFORD	JAMES	CUSTODIAN	BREATHITT VETERINARY CENTER	870701	1 12	0011063
WILKERSON	PATRICIA	WORKER SERVING LINE	FOOD SERVICE	790108	1 09	0010528
WILKINS	THOMAS	SPECIALIST ACADEMIC SYSTEMS	INFORMATION SYSTEMS	660901	1 12	0030718
WILKINS	SHARI	CLERK SCHEDULING	CURRIS CENTER ADMINISTRATION	880906	1 12	0012131
WILLIAMS	JAMES	CUSTODIAN	PHYSICAL PLANT	791126	1 12	0013225
WILLIAMS	ERIC	ASSISTANT PROFESSOR	MUSIC	890801	1 10	0024446
WILLIS	JAMES	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1 10	0041925
WILLOUGHBY	HENRY	WORKER DISHROOM	FOOD SERVICE	810105	1 09	0009575
WILSON	SHIRLEY	CASE INITIATOR	BREATHITT VETERINARY CENTER	780313	1 12	0019223
WILSON	JACK	ASSOCIATE PROFESSOR	MATHEMATICS	590901	1 10	0038000
WILSON	RONALD	COORDINATOR RESIDENT SER	RESIDENCE HALLS	900716	1 12	0017319
WILSON	SHARON	DEPARTMENT SECRETARY I	ENGLISH	901018	1 12	0010730
WILSON	JAMES	FOREMAN UPHOLSTERY	UPHOLSTERY SHOP	810126	1 12	0018636
WILSON	RANDAL	COORDINATOR	UPWARD BOUND	791001	1 12	0024672
WILSON	LINDA	COOK	FOOD SERVICE	851026	1 09	0010033
WILSON	VELVET	COUNSELOR/DISABILITIES COORD	STUDENT SUPPORT SERVICES	850901	1 12	0018743
WILSON	GENA	CLERK LIBRARY	LIBRARY	900813	1 12	0010397
WILSON	MARY	CLERK CERTIFICATION	ADMISSIONS & RECORDS	760920	1 12	0017674

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1991

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WINCHESTER	LEONARD	LEAD MOVER	PHYSICAL PLANT	770606	1	12	0014418
WINCHESTER	GINA	DEPARTMENT SECRETARY I	INDUSTRY & TECHNOLOGY	870810	1	12	0013119
WISEHART	DENA	CLERK STUDENT LOAN	STUDENT FINANCIAL AID	810216	1	12	0014862
WOLF	KEVIN	GROUNDKEEPER	PHYSICAL PLANT	901217	1	12	0011087
WOLF	KENNETH	PROFESSOR	HISTORY	690901	1	10	0039110
WOOD	SARAH	ASSISTANT PROFESSOR	ENGLISH	890724	1	10	0026620
WOODS	CARL	MEDIA SPECIALIST	COLLEGE OF SCIENCE	890401	1	12	0026250
WOODS	PAUL	FOREMAN TRANSPORTATION	MOTOR POOL	821108	1	12	0022076
WOODS	MARIA	DEPARTMENT SECRETARY II	CHEMISTRY	771201	1	12	0016600
WRIGHT	SHARON	LABORATORY AIDE	BREATHITT VETERINARY CENTER	900813	1	12	0009947
WRIGHT	WANDA	SPECIALIST ACCOUNTS COLLECT	ACCOUNTING/FINANCIAL SERVICE	810302	1	12	0016555
WRIGHT	JAMES	VISITING ASSISTANT PROFESSOR	MUSIC	870701	1	10	0027177
WRIGHT	ISSAC	EQUIP MGR/FAC COORDINATOR	FOOTBALL	880601	1	12	0011550
WYANT	DWIGHT	BINDERY HELPER	PRINTING SERVICES	891011	1	12	0011582
WYATT	JAMES	WORKER STOCKROOM	FOOD SERVICE	820816	1	12	0012574
WYATT	CATHERN	CUSTODIAN	RESIDENCE HALLS	820104	1	12	0012864
WYATT	ROSE	ADMINISTRATIVE SECRETARY II	MINORITY FACULTY RECRUITMENT	861028	1	12	0013527
YATES	CAROL	ADMINISTRATIVE SECRETARY I	COUNSELING & TESTING CENTER	770425	1	12	0014615
YATES	JOHN	ASST DEAN/DIRECTOR EXT CAMP	CENTER FOR CONTINUING ED	770509	1	12	0046289
YATES	ANNA	LABORATORY ASSISTANT SENIOR	BREATHITT VETERINARY CENTER	880926	1	12	0013878
YOCUM	BARBARA	COOK	FOOD SERVICE	891030	1	09	0009063
YOO	YUSHIN	PROFESSOR	LIBRARY	690701	1	12	0040638
YOUNG	JENNIFER	ADMINISTRATIVE SECRETARY I	COOPERATIVE ED/PLACEMENT	880705	1	11	0012355
YOUNG	KELLY	ADMINISTRATIVE SECRETARY II	PURCHASING	800804	1	12	0016192
YOUNG	MICHAEL	COORDINATOR STUD ACTIVITIES	CAMPUS ACTIVITIES	850701	1	12	0024956
ZAKRZEWSKI	SZCZEPAN	ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	890801	1	10	0039150
ZIMMERER	EDMUND	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	890801	1	10	0030350

MURRAY STATE UNIVERSITY
REPORT OF RESIGNATIONS AND TERMINATIONS
FOR THE PERIOD OF
AUGUST 1, 1990 THROUGH DECEMBER 31, 1990

Effective Date of Information

January 8, 1991

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EXPLANATION OF CODES

TYPE

Code

Type of Employment

1
2

Full-time
Part-time

PERIOD

Code

Number of Months Employed
in a Fiscal Year

1 - 12

1 - 12 months

TERMINATION

Code

Reason for Termination

1
2
3
4
5
6
7
8
9

Resigned
Retirement
Discharged
Quit without notice
Termination of contract
Termination of temporary employment
Termination of grant
Reduction in force
Death

REPORT OF RESIGNATIONS AND TERMINATIONS
AUGUST 1, 1990 THROUGH DECEMBER 31, 1990

EMPLOYEE NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON FOR TERMINATION
ALLSOPP	JAMES	LEAD TRAINER LOUISVILLE CENT	HAZARDOUS WASTE WORKERS	1	12	900915	0031200	07
BOHNERT	CRAIG	DIRECTOR	SPORTS INFORMATION	1	12	901231	0026855	01
BOLEN	JIMMIE	FOREMAN PAINTER LWOP	PHYSICAL PLANT	1	12	901109	0025057	01
BROWN	VICKIE	CLERK ADMINISTRATIVE	FT CAMPBELL CENTER	1	12	900823	0013080	01
CAPPELLETTI	CHRISTI	CLERK ADMINISTRATIVE	FT CAMPBELL CENTER	1	12	900829	0013080	01
CARLISLE	EDITH	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	1	10	901231	0031065	01
CHILDERS	NICHOLAS	SPECIALIST MEDIA	FACULTY RESOURCE CENTER	1	12	900928	0022249	01
COX	SHERALD	MECHANIC AUTO	MOTOR POOL	1	12	901018	0013947	01
DEKLEIN	PETER	LEADER CUSTODIAN	PHYSICAL PLANT	1	12	901019	0011087	03
DOBBINS	CHRISTI	CASHIER	FOOD SERVICE	1	12	900908	0012863	04
DOWNS	KYLE	WORKER DISHROOM	FOOD SERVICES	1	09	900809	0007926	03
EDMONDS	WILMA	CLERK LIBRARY	LIBRARY	1	12	900824	0011478	01
HAMILTON	THOMAS	CUSTODIAN	RESIDENCE HALLS	1	12	900829	0012671	02
HORNSBY	BETTY	LIBRARY ASSISTANT I	LIBRARY	1	12	900810	0015836	02
HOVANIC	MARK	ASSISTANT COACH	FOOTBALL	2	05	901231	0005000	01
JACKSON	JENNIFER	CUSTODIAN	PHYSICAL PLANT	1	12	901212	0010127	03
JEWELL	HOWARD	DIRECTOR OPERATIONS C CENTER	CURRIS CENTER ADMINISTRATION	1	12	901231	0021444	02
KEY	STAN	COORD CONFERENCES & WORKSHOP	CENTER FOR CONTINUING ED	1	12	901017	0035305	01
LAKE	MERRITT	INSTRUCTOR	OCCUPATIONAL SAFETY & HEALTH	1	10	900916	0032786	01
LAWSON	KELLY	ASSISTANT DIRECTOR	WICKLIFFE MOUNDS	1	12	901203	0019215	01
LEWIS	TERRY	ASSISTANT COACH	FOOTBALL	2	05	901231	0003000	01
LIRA	JORGE	VISIT LECT/RESEARCH PROF	CENTER OF RESERVOIR RESEARCH	1	12	900831	0015000	05
MAGLINGER	LEE	DIRECTOR ACTING	EDUCATIONAL TALENT SEARCH	1	12	901029	0021420	01
MANSFIELD	NORMAN	DIRECTOR	HAZARDOUS WASTE CONSORTIUM	1	12	900915	0036135	07
MCDONALD	GAYLE	ASSISTANT TRAINER	ATHLETIC TRAINER	1	10	900906	0017004	01
MORRIS	KATHLEEN	INSTRUCTOR ED COORDINATOR	BIOLOGICAL SCIENCES	1	10	900810	0023250	05
NAJDEK	CHARLES	INSTRUCTOR	HAZARDOUS WASTE WORKERS	2	12	900915	0006000	07
NEWCOMB	DONNA	PUBLICATIONS EDITOR	OFFICE OF PUBLICATIONS	1	12	900820	0019580	01
OWENS	LORI	EXECUTIVE SECRETARY	UNIV RELATIONS & ADMIN SER	1	12	901211	0017900	01
PATTERSON	TRUDI	LIBRARY ASSISTANT	PADUCAH CENTER	2	10	900801	0008402	01
PENNEY	WANDA	CUSTODIAN	PHYSICAL PLANT	1	12	900910	0010688	01
PERDUE	CHARLES	TECH REPAIR MICRO COMPUTER	INFORMATION SYSTEMS	1	12	901005	0019700	01
POPLIN	DENNIS	PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	1	10	900829	0044274	09
RATHKE	MICHAEL	ANNOUNCER/PRODUCER	WKMS-FM RADIO CPB GRANT	1	12	901211	0018915	01
REYNOLDS, SR.	KENNETH	TRUCK DRIVER GROUNDS	PHYSICAL PLANT	1	12	900817	0011980	01
RUST	MARK	COORDINATOR PROGRAM LOUISVIL	HAZARDOUS WASTE WORKERS	1	12	900915	0031200	07
SALMON	ELIZABETH	VISITING INSTRUCTOR	LIBRARY	1	12	901204	0021027	01
SHELTON	FRED	GROUNDSKEEPER	PHYSICAL PLANT	1	12	901102	0013879	01

REPORT OF RESIGNATIONS AND TERMINATIONS
AUGUST 1, 1990 THROUGH DECEMBER 31, 1990

EMPLOYEE NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON FOR TERMINATION
WALLACE	JUDY	DEPARTMENT SECRETARY I	SPECIAL EDUCATION	1	12	901015	0013366	01
WEBER	JOAN	MULTI-AGE PRE-SCHOOL	CLINICAL SERVICES	2	10	900929	0012662	01
WILLIAMS	MARILYN	FOREMAN CUSTODIAL	PHYSICAL PLANT	1	12	901225	0015243	03

MURRAY STATE UNIVERSITY
REPORT OF NEW EMPLOYMENT
FOR THE PERIOD OF
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EXPLANATION OF CODES

TYPE

Code

Type of Employment

1
2

Full-time
Part-time

PERIOD

Code

Number of Months Employed
in a Fiscal Year

1 - 12

1 - 12 months

TERMINATION

Code

Reason for Termination

1
2
3
4
5
6
7
8
9

Resigned
Retirement
Discharged
Quit without notice
Termination of contract
Termination of temporary employment
Termination of grant
Reduction in force
Death

REPORT OF NEW EMPLOYMENT
AUGUST 1, 1990 THROUGH DECEMBER 31, 1990

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ADAMS	ROBERT	TECH REPAIR MICROCOMPUTER	INFORMATION SYSTEMS	901126	1	12	0022500
AUSTIN	FAYE	VISITING ASSISTANT PROFESSOR	NURSING	900828	1	10	0032000
BEYER	VICTORIA	VISITING LECTURER	ENGLISH	900801	1	10	0023000
BOARD	RICHARD	MECHANIC AUTO	MOTOR POOL	901112	1	12	0013947
BROWN	NADYA	VISITING ASSISTANT PROFESSOR	ART	900801	1	10	0025400
BROWN	TRACEY	ASSISTANT LABORATORY SR	BREATHITT VETERINARY CENTER	901112	1	12	0013079
BULACH	CLETUS	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	900801	1	10	0037400
CAIN	CAMME	CLERK TYPIST I	COMMUNITY EDUCATION	901119	1	12	0010397
CHAPMAN	CATHY	VISITING INSTRUCTOR	MSU FOUNDATION/DEPT ACCT	900801	1	12	0021000
CLARK	LINDA	ASSOCIATE PROFESSOR MLWOPAY	NURSING	900801	1	10	0034000
CULP	MICHAEL	CUSTODIAN	RESIDENCE HALLS	900806	1	12	0010127
DAVIDSON	BARBARA	COORDINATOR SPECIAL EVENTS	INST PLANNING & RESEARCH	900901	1	12	0013079
DAVIS	CAROL	VISITING INSTRUCTOR	SOCIOLOGY & ANTHROPOLOGY	900925	1	10	0022000
DEGRAW	BEVERLY	VISITING ASSISTANT PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	901001	1	12	0015500
DENNIS	THERESA	LABORATORY ASSISTANT SENIOR	BREATHITT VETERINARY CENTER	900813	1	12	0013080
DHARIWAL	MOHAN	ASSISTANT PROFESSOR	CHEMISTRY	900801	1	10	0029000
DRUM	GARY	ASSISTANT PROF/DIR TV STUDIO	JOURNALISM RADIO TV	900801	1	10	0028000
ELKINS	TERRY	COOK	FOOD SERVICE	900816	1	09	0008774
FLACK	RICHARD	MEDIA SPECIALIST	FACULTY RESOURCE CENTER	900901	1	12	0022000
FOSTER	KIMBERLEY	CLERK RECORDS RETENTION	ADMISSIONS & RECORDS	900815	2	12	0005721
FOWLER, JR.	AUBREY	VISITING LECTURER	MANAGEMENT & MARKETING	900801	1	10	0046000
GARLAND	DONNA	DEPARTMENT SECRETARY I	JOURNALISM RADIO/TV	900823	1	10	0008960
GRAFF	DEBRA	CLERK TYPIST II	ACCOUNTING & FINANCE	901203	1	12	0010730
GUPTA	BARNALI	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	900801	1	10	0038000
HAFNER	JUDITH	DEPARTMENT SECRETARY I	SPECIAL ED GRANT	901126	2	12	0005721
HARPER	STACEY	MANAGER BOAR TEST STATION	BOAR TEST UNIT OPERATIONS	900901	1	12	0016000
HATCHER	MELVA	DEPARTMENT SECRETARY II	ACCOUNTING	901210	1	11	0011376
HAVENSTRITE	LISA	DIRECTOR ASSISTANT	COOPERATIVE ED & PLACEMENT	900924	1	12	0019000
HAVERSTOCK	LINDA	VISITING INSTRUCTOR	HEALTH/PE/RECREATION	900801	1	10	0025000
HEDGES	JOE	NEWS EDITOR	UNIVERSITY INFORMATION SER	900806	1	12	0020120
HOPKINS	NEWELL	GROUNDSKEEPER	PHYSICAL PLANT	901022	1	12	0011087
HU	MAN	INSTRUCTOR/CATALOGER	LIBRARY	901001	1	12	0021000
HUTCHINS	SANDRA	CUSTODIAN	RESIDENCE HALLS	901022	1	12	0010127
JACKSON	LINDA	COORDINATOR	KHEAA WORK STUDY PROGRAM	901029	2	12	0008500
JAMES	LAREECA	COORD PROJ/CLINIC SUPERVISOR	SPECIAL EDUCATION GRANT	900901	2	12	0009100
KUHN	HAROLD	ASSISTANT PROFESSOR	POLITICAL SCIENCE LEGAL STUD	900801	1	10	0029000
LOFTIS-PORTER	LORI	LIBRARY ASSISTANT	PADUCAH COMMUNITY CENTER	901008	2	10	0008790
LUCAS	MARTHA	VISITING INSTRUCTOR	PSYCHOLOGY	900801	1	10	0026500

REPORT OF NEW EMPLOYMENT
AUGUST 1, 1990 THROUGH DECEMBER 31, 1990

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MAGEE	WILLIAM	COORDINATOR PROJECT	GAT/GAERF	900910	1	12	0025500
MALLET	CATHERINE	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	900910	1	12	0015000
MALLET	LAWRENCE	CHAIR PROFESSOR	MUSIC	900801	1	12	0052000
MARK	STEVEN	ASSISTANT PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	900801	1	10	0031500
MATHIS	JOE	CUSTODIAN	PHYSICAL PLANT	900924	1	12	0010127
MAUER	DARIA	ASSISTANT PROFESSOR	SPECIAL EDUCATION	900801	1	10	0026000
MCCOY	MICHAEL	CUSTODIAN	PHYSICAL PLANT	900904	1	12	0010127
MCCUISTON	GERALD	SECRETARY	PADUCAH CENTER	900801	1	12	0010730
MICHELSON	STEVEN	ASSOCIATE PROFESSOR/DIR	MUSIC	900801	1	10	0032000
MITCHELL	MARTIN	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	900801	1	12	0029000
MONEYHUN	KAY	ASSISTANT PROFESSOR	MATHEMATICS	900801	1	10	0029000
MORRIS	JEFFREY	GROUNDKEEPER	PHYSICAL PLANT	900813	1	12	0011087
MURPHY	JOHN	ASSISTANT PROFESSOR	ENGLISH	900801	1	10	0025700
MYERS	GRATZ	ASSOCIATE PROFESSOR	JOURNALISM RADIO/TV	900801	1	10	0030000
NELSON	MARK	VISITING INSTRUCTOR/DIR FOR	SPEECH COMMUNICATION THEATRE	900801	1	10	0022000
NESBITT	VIRGINIA	WORKER SNACK BAR	FOOD SERVICE	901112	1	09	0008331
OAKLEY, JR	JAMES	MAINTENANCE WORKER II	W KY EXPO CENTER	900813	1	12	0011443
OLSON	JACQUELYNN	WORKER SNACK BAR	FOOD SERVICE	900917	1	12	0010363
OWENS	KAREN	RECEPTIONIST	WICKLIFFE MOUNDS	900810	1	12	0009497
PALMER	WILLIAM	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	900801	1	10	0038000
PARKER	SAMMY	VISITING ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	900801	1	10	0028000
PEARSON	LORI	CLERK TYPIST	ALUMNI/DEVELOPMENT RECORDS	900813	1	12	0010397
HELPS	DEBORAH	RECEPTIONIST	PADUCAH CENTER	901126	1	12	0009496
PILGRIM	ROBERT	ASSISTANT PROFESSOR	COMPUTER STUDIES	900801	1	10	0042500
POPE	LOIS	VISITING INSTRUCTOR/COSTUMER	SPEECH COMMUNICATION THEATRE	900801	1	10	0025000
PRICE	LORA	ADMINISTRATIVE SECRETARY I	PERSONNEL SERVICES	901114	1	12	0011376
PRITCHETT	TIMOTHY	DELIVERYMAN/WAREHOUSE LABOR	PURCHASING	901215	1	12	0009947
RAJ	VICTOR	ASSISTANT PROFESSOR	COMPUTER STUDIES	900801	1	10	0046500
RAY	CLOVIS	WORKER BEVERAGE LINE	FOOD SERVICE	900816	1	09	0008085
REYNOLDS	REBECCA	VISITING GUEST ARTIST	SPEECH COMMUNICATION THEATRE	900801	1	10	0019500
RUGGLES	RONALD	PROJECT ASSISTANT	GAT/GAERF PROJECT	901001	1	12	0016000
SCAGGS	GINA	VISITING INSTRUCTOR	MUSIC	900801	1	10	0022000
SCHAFER	STEVEN	COOK	FOOD SERVICE	900816	1	09	0008708
SCHROCK	PEGGY	ASSISTANT PROFESSOR	ART	900801	1	10	0025500
SIMMONS	TONYA	CLERK LIBRARY	LIBRARY	901001	1	12	0010397
SMITH	NELDA	CUSTODIAN	RESIDENCE HALLS	900806	1	12	0010127
SPERATH	ALBERT	DIR GALLERIES/VISIT ASST PRO ART		900917	1	12	0030000
SUTHERLAND	MICHAEL	LAB ASSISTANT	GRAPHICS ARTS TECHNOLOGY	901215	1	12	0016000

REPORT OF NEW EMPLOYMENT
AUGUST 1, 1990 THROUGH DECEMBER 31, 1990

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
THOMPSON	BARBARA	CLERK/BIS/INTERNATIONAL	ADMISSIONS & RECORDS	901008	1	12	0010730
TRICE	KENNETH	COUNSELOR MINORITY ADMISSION	SCHOOL RELATIONS	901126	1	12	0015000
TUBBS	CYNTHIA	VISITING INSTRUCTOR	HOME ECONOMICS	900801	2	10	0012000
ULRICH	KEN	LABORER UTILITY	PHYSICAL PLANT	901001	1	12	0010127
VERGILIS	JOSEPH	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	900801	1	10	0039000
VICKERY	GEORGE	FARM TECHNICIAN	FARM	900901	1	12	0011442
WAIDE	STACY	CLERK ORDER	LIBRARY	901001	1	12	0010397
WHITE	BETTY	INSTRUCTOR	ENGLISH	900801	1	10	0025200
WHITE	GARY	CUSTODIAN	FOOD SERVICE	900816	1	12	0009894
WILDEY	CHESTER	TRAINER/JOB DEVELOPER	INDUSTRIAL ASSESSMENT	900918	2	12	0013341
WILSON	SHARON	DEPARTMENT SECRETARY I	ENGLISH	901018	1	12	0010730
WILSON	GENA	CLERK LIBRARY	LIBRARY	900813	1	12	0010397
WOLF	KEVIN	GROUNDKEEPER	PHYSICAL PLANT	901217	1	12	0011087
WRIGHT	SHARON	LABORATORY AIDE	BREATHITT VETERINARY CENTER	900813	1	12	0009947

**AGREEMENT FOR A STUDENT EXCHANGE PROGRAM
BETWEEN MURRAY STATE UNIVERSITY
AND KANSAI UNIVERSITY OF FOREIGN STUDIES**

Murray State University (hereafter referred to as MSU), Murray, Kentucky, U.S.A., and Kansai University of Foreign Studies (hereafter referred to as Kansai Gaidai), Hirakata, Osaka, Japan, hereby agree upon the following terms and conditions as set forth in this Student Exchange Agreement, beginning with the Fall Semester 1991 and continuing each regular semester thereafter for an indefinite period.


1. The purpose of this exchange program is to promote international friendship and world peace by stimulating and supporting intercultural activities and projects between students from the United States and Japan.
2. Each institution, conforming to the admission requirements of the host institution, shall assume full responsibility in the assessment and selection of qualified candidates. The host institution shall then respect the selection so made.
3. Each institution shall accept one student from the other party on the basis of the home institution's recommendation and according to the following guidelines:
 - a. MSU shall accept one full-time Kansai Gaidai student in its undergraduate program for one full academic year.
 - b. Kansai Gaidai shall accept one full-time MSU student in the Asian Studies Program for one full academic year.
 - c. Either institution may send students for one semester rather than for one full academic year. In this case, two students for one semester shall be equivalent to one student for one full academic year.
 - d. If either institution would like to send more than one student for a given year, acceptance of the student will be at the discretion of the host institution.
4. All exchange students shall be subject to the same academic regulations regarding class performance as pertain to regularly enrolled students at the receiving institution. All exchange students shall, within reasonable limits, attempt to represent their home institution and country in the host community to the best of their ability (i.e. speaking to clubs, church groups, etc.)

5. Students who are accepted for a full academic year must be in good standing (2.0 GPA with no F's) upon the completion of their first semester at the host institution, in accordance with the host institution's academic requirements for its regularly enrolled students. If such has not been achieved, the host institution may ask said student to return to his/her home university with no financial reimbursement.
6. Each exchange participant shall pay room, board and tuition, and other mandatory academic fees to his/her home institution, thereby covering said fees for his/her exchange counterpart.
7. Housing shall be arranged as follows:
 - a. It is recommended that exchange students from MSU participate in the homestay program arranged by Kansai Gaidai. However, students can be accommodated in a Kansai Gaidai dormitory upon MSU's recommendation. In this case, Kansai Gaidai will refund that portion of the board fee to the student to cover meal expenses, since meals are not included in the dormitory arrangement.
 - b. Kansai Gaidai students shall be accommodated in one of MSU's dormitories with a roommate carefully selected by MSU.
8. Each exchange student must provide his/her own transportation to/from the port-of-entry of the host country as well as the domestic transportation from/to the port-of-entry to/from the depot nearest to the receiving institution. The following expenses shall also be borne by each student: living expenses during extended academic recess (i.e. holidays, winter and spring break periods, etc.), passport expenses, excess baggage shipment and storage, independent travel and such personal expenses as telephone charges, books, activity fee, etc.
9. Minor illnesses may be treated at the receiving institution's health center. However, hospital and other medical expenses are the sole responsibility of each student. Each student must purchase insurance to cover medical contingencies while in the host country.
10. If an exchange imbalance exists at the end of the initial three-year period, the imbalance shall be resolved as follows:
 - a. If this agreement is continued or its initial period extended, the imbalance shall be corrected by adjusting the number of students to be exchanged in the following three year period and for each three year period thereafter, unless otherwise agreed upon.

- b. If this agreement is terminated, the institution having hosted the larger number of student-semesters to that point shall be entitled to rectify any existing imbalance within two years from the date in which the agreement is officially terminated.
11. Violation of local laws committed in the host country shall subject the exchange student to immediate withdrawal of his/her immigration and academic sponsorship and to immediate expulsion from the host country.
12. The academic record of each student's academic performance shall be sent directly to his/her home institution at the conclusion of each semester. However, it shall be the sole responsibility of the home institution to decide how many credit units said student may actually receive on courses taken at the host institution.
13. This agreement shall continue for an indefinite period, but may be terminated by either MSU or Kansai Gaidai by official, written notification duly signed by the presiding officer of the notifying party. This notice of termination must be received by the other party no later than January 31st of the year in which the termination is to become effective.


In witness of the terms of this agreement, our signatures are affixed:

MURRAY STATE UNIVERSITY


Ronald Kurth
President

Date: 6 Feb 1991

KANSAI UNIVERSITY OF FOREIGN STUDIES


Sadato Tanimoto
President

Date: MAR 2 1991

AGREEMENT BETWEEN
MURRAY STATE UNIVERSITY
AND
UNIVERSITY COLLEGE OF SOUTHERN QUEENSLAND
FOR STUDENT EXCHANGE

INTRODUCTION

Murray State University and University College of Southern Queensland, in a collective effort to provide educational interchange between the two institutions, desire to renew an agreement to continue their cooperative relationship and cooperative programs.

OBJECTIVES

The objectives of this cooperative relationship are to increase educational efforts of both institutions through exchange of students in a manner that reflects reciprocity in respect of the numbers of students, tuition, travel and maintenance.

GENERAL TERMS AND CONDITIONS

Article 1

Promotion of cooperative activities in all areas of common interest will be sought by both institutions. Special emphasis will focus on the exchange of students, as well as curricular development.

Article 2

Specific terms and conditions of cooperative projects and/or programs will be individually negotiated by the two institutions.

Article 3

Cooperative projects and/or programs between the two institutions will be based on the principle of reciprocity.

Article 4

The agreement and any future changes in the agreement will be undertaken on the basis of mutual consent.

Article 5

This agreement will become effective when it is signed by the authorized representatives and approved by the governing councils of the institutions, for a period of three years.

Article 6

Each institution will receive a signed, original copy of the agreement, any subsequent changes in the agreement and negotiated terms and conditions for specific projects will be signed by each institution and exchanged.

Article 7

At Murray State University, the cooperative programs will be coordinated by the Center for International Programs. At University College of Southern Queensland, such programs will be coordinated by the Head of International Liaison Centre.

Article 8

After ratification of the agreement by both institutions, representatives will be named from both institutions to plan an initial program of activities toward implementation of the agreement.

Article 9

This agreement can be terminated by either institution after 60 days, provided that any exchange imbalances are corrected.

Article 10

At least three months prior to a student exchange, the host institution must approve, in writing, the exchange, including the responsibilities of the exchange participant, the period of exchange, and any other conditions governing the terms of the exchange.

Article 11

The institution receiving student exchangeees must submit a written assessment of the student's work (transcripts, grade reports), including description of courses taken, and level and quality of performance, within 30 days after the student's exchange experience is completed.

Article 12

Exchanges will be made on a one-for-one basis, and shall normally be for periods of one semester or a full academic year.

Article 13

Students will pay their regular tuition at the home university and will have tuition covered at no additional charge. The cost of room and board will be paid directly by the student to the host university or to the housing agency.

Article 14

For student visits of less than one semester, the host institution will provide assistance in arranging for food, housing and educational opportunities, but will not assume financial responsibility.

Article 15

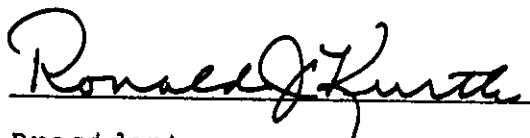
Students will be responsible for all other personal expenses including travel, insurance, and incidental expenses.

Article 16

All students from University College of Southern Queensland must submit in writing, evidence of comprehensive medical insurance, including coverage for accidental death, dismemberment, or illness. This documentation must be received at Murray State University at least one month prior to arrival. All students from Murray State University must submit to UCSQ evidence of medical insurance which will cover expenses not paid by Australian Medicare, one month prior to arrival.

Article 17

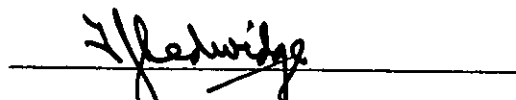
This agreement will go into effect on the day signed and shall remain in force through June 30, 1993.



President
Murray State University

6 Feb 1991

Date
210-2



Interim Vice Chancellor
University College of
Southern Queensland

7 Jan 1990

Date

AGREEMENT BETWEEN
MURRAY STATE UNIVERSITY
AND

UNIVERSITY COLLEGE OF SOUTHERN QUEENSLAND
FOR STAFF EXCHANGE

INTRODUCTION

Murray State University and University College of Southern Queensland, in a collective effort to provide educational interchange between the two institutions, desire to renew an agreement to continue their cooperative relationship and cooperative programs.

OBJECTIVES

The objectives of this cooperative relationship are to increase educational efforts of both institutions through an exchange of faculty and professional staff, for the purposes of receiving and sharing instruction, participating in research, and other scholarly activities.

GENERAL TERMS AND CONDITIONS

Article 1

Promotion of cooperative activities in all areas of common interest will be sought by both institutions. Special emphasis will focus on the exchange of faculty, as well as curricular development.

Article 2

Specific terms and conditions of cooperative projects and/or programs will be individually negotiated by the two institutions.

Article 3

Cooperative projects and/or programs between the two institutions will be based on the principle of reciprocity.

Article 4

The agreement and any future changes in the agreement will be undertaken on the basis of mutual consent.

Article 5

This agreement will become effective when it is signed by the authorized representatives and approved by the governing councils of the institutions, for a period of three years.

Article 6

Each institution will receive a signed, original copy of the agreement. Copies of the agreement, any subsequent changes in the agreement and negotiated terms and conditions for specific projects will be signed by each institution and exchanged.

Article 7

At Murray State University, the cooperative programs will be coordinated by the Center for International Programs. At University College of Southern Queensland, such programs will be coordinated by the International Liaison Office.

Article 8

After ratification of the agreement by both institutions, representatives will be named from both institutions to plan an initial program of activities toward implementation of the agreement.

Article 9

This agreement can be terminated by either institution after 60 days, provided that any exchange imbalances are corrected.

Article 10

At least three months prior to a staff exchange, the host institution must approve, in writing, the exchange, including the responsibilities of the exchange participant, the period of exchange, and any other conditions governing the terms of the exchange.

Article 11

The home institution of the academic and professional staff shall be responsible for the payment of their salary, except in cases in which the money will come from other sources.

Article 12

Cost of travel/transportation for exchange participants will be effected under the following conditions:

- a. Either the home university or the participating academic and professional staff will cover the cost of travel between the home university and the host university, except in cases in which the money will come from other sources.
- b. The host university will pay costs for officially approved travel within the host country within a maximum radius of 100 miles around the principal seat of the university in question.
- c. The host university will not be responsible for the personal travel cost of visiting personnel.

Article 13

All exchangees must submit to the host institution, in writing, evidence of comprehensive medical insurance including coverage for accidental death, dismemberment, and illness. This documentation, required for issuance of a visa, must be received at the host institution at least one month prior to arrival.

Article 14

The host institution shall be responsible for the organization of lodging of visiting academic and professional staff. Costs of housing and maintenance will be negotiated between the universities and agreed to, in writing, before departure of personnel from the home university. In general, the exchange participant will be expected to cover the costs of housing and maintenance for the period of the exchange.

Article 15

The host institution shall not be responsible for any other personal expenses of the visiting personnel.

Article 16

Special conditions governing specific staff exchanges will be negotiated as needed.

Article 17

This agreement will go into effect on the day signed and shall remain in force through June 30, 1993.

Ronald J. Kurth

President
Murray State University

J. Hedwidge

Interim Vice-Chancellor
University College of
Southern Queensland

6 Feb 1991
Date

7 Jan 1991
Date

J. Hedwidge

REVISED 2/1/91

Proposed Major Maintenance/Capital Projects for Funding
and Accomplishment during the Fiscal Year 1991-92
in the Education and General Fund Area
Page 1 of 2

Garbage truck replacement (Request authorization to initiate purchase now because of six months lead time)	\$ 90,000
Campus Master Plan update (Must be complete to satisfy requirements of SB46 before 1994 General Assembly meets)	150,000
 <u>CARR HEALTH BUILDING:</u>	
Replace shower stalls in women's locker room	10,000
HVAC and mechanical systems repairs	3,000
Sewer on North	10,000
 <u>SPARKS HALL:</u>	
Replace roof	60,000
HVAC and mechanical systems repairs	4,000
 <u>WRATHER HALL:</u>	
Roof over auditorium	25,000
 <u>POGUE LIBRARY:</u>	
Repair plaster and paint interior	15,000
HVAC and mechanical systems repairs	2,000
 <u>LOWRY CENTER:</u>	
HVAC and mechanical systems repairs	2,000
 <u>WELLS HALL:</u>	
HVAC and mechanical systems repairs	2,500
 <u>DOYLE FINE ARTS (NEW):</u>	
HVAC and mechanical systems repairs	2,500
 <u>SPECIAL EDUCATION BUILDING:</u>	
HVAC and mechanical systems repairs	2,500
 <u>BLACKBURN SCIENCE:</u>	
HVAC and mechanical systems repairs	5,000
 <u>HOWTON AGRICULTURAL ENGINEERING:</u>	
HVAC and mechanical systems repairs	1,000
 <u>SIMPSON CHILD DEVELOPMENT:</u>	
Replace roof and remove asbestos	20,000

REVISED 2/1/91

Proposed Major Maintenance/Capital Projects for Funding
and Accomplishment during the Fiscal Year 1991-92
in the Education and General Fund Area
Page 2 of 2

<u>MASON HALL:</u>	
HVAC and mechanical systems repairs and replace cooling tower	35,000
<u>PHYSICAL PLANT:</u>	
Upgrade exhaust system for welding shop	4,000
<u>GENERAL SERVICES:</u>	
HVAC and mechanical systems repairs	2,000
<u>STEWART STADIUM:</u>	
Paint exterior walls and wall behind chair seats	8,000
HVAC and mechanical systems repairs	2,000
<u>HOME MANAGEMENT HOUSE:</u>	
Replace water and sewer lines	5,000
<u>HANCOCK BIOLOGICAL STATION:</u>	
Remove/replace wall above double door to transformer room	2,000
Replace coil in condenser	30,000
<u>FACULTY to SPECIAL EDUCATION:</u>	
Transmission line	3,000
<u>ART & MUSIC:</u>	
Temporary relocation	90,000
<u>CAMPUS GENERAL:</u>	
Sidewalk Repair	40,000
Improve handicap accessibility	<u>50,000</u>
 TOTAL	 \$ 675,500

Proposed Major Maintenance/Capital Projects for Funding
and Accomplishment during the Fiscal Year 1991-92
in the Housing and Dining Fund
Page 1 of 1

COLLEGE COURTS:	Replace roof (4 units)	\$ 75,000
	Gas water heaters	80,000
	Security light replacement	10,000
SPRINGER HALL:	Replace water lines	74,500
	Repair showers	40,000
RESIDENCE HALLS:	Paint two (2) units (Hart & Springer)	30,000
HESTER HALL:	Update HVAC controls, valves, and actuators	20,000
	Expand service drive	15,000
REGENTS HALL:	Update HVAC controls, valves, and actuators	20,000
	Condenser pump	15,000
HART HALL:	Service drive expansion	15,000
WINSLOW to HART & SPRINGER:	Upgrade exterior high voltage lines	50,000
SPRINGER & RICHMOND:	Outside door card system	50,000
WINSLOW:	Expand mechanical room and relocate equipment	100,000
HOUSING:	Asbestos removal in low rise dorms (Clark, Richmond, Franklin, Springer)	190,000
	Fire alarm panel upgrade	44,500
	1990 Fire Marshall's Report	25,000
CURRIS CENTER:	HVAC for ballrooms	50,000
FRANKLIN HALL:	Chiller inspection and overhaul	75,000
HIGH RISE DORMS:	Protemp water heater for Hart, Hester, Regents and White	<u>16,000</u>
	TOTAL	\$995,000

XV. GRIEVANCE PROCEDURES

Murray State University commits itself to investigating and determining all claims or allegations of discrimination in the operation and administration of its programs, services and employment practices.

Step One does not envisage a formal hearing. The formal hearing is reserved for step two. Consequently, the parties will not necessarily be present in all stages in the process of gathering evidence.

STEP ONE:

1. Any member of the University community adversely affected by a discriminatory act by an employee of Murray State University may complain. The aggrieved party must state his/her complaint in writing. The complaint shall state the nature of the discrimination, the facts upon which the complaint is based, and the relief demanded.
2. The complaint shall be filed with the University's Affirmative Action Office within 180 calendar days* after the alleged act(s).

A copy of the complaint shall promptly be sent to the charged party(ies).

3. The charged party(ies) may submit a written statement addressing the complaint to the Affirmative Action Office within 20 calendar days.* Three (3) days shall be added to the 20 days if the complaint is mailed. The Affirmative Action Officer may extend the time for good cause showing.** If a written statement answering the charge is submitted, the Affirmative Action Officer shall promptly send a copy to the aggrieved party.
4. The University's General Counsel office will be promptly apprised of copies of documents pursuant to Arabic steps one through three above.
5. The Affirmative Action Officer will promptly meet with the aggrieved party to gather investigatory information.

6. The Affirmative Action Officer will promptly meet with the charged party(ies) to gather investigatory information.
7. The investigation will continue. The Affirmative Action Officer may discuss this complaint with whomever it is necessary. Members of the University community will cooperate in the investigation. All relevant files not privileged will be available to the Affirmative Action Officer.
8. A meeting will be held with both parties in an attempt to resolve the complaint in an informal manner.
9. If the complaint was not resolved in the meeting, the Affirmative Action Officer will make a formal, written decision within 30 calendar days.* The president may extend the time for good cause showing.** The formal decision may include corrective action which the Affirmative Action Officer believes to be necessary and justified by the complaint.
10. The decision shall be forwarded to the president of the University and to all interested parties.

STEP TWO:

Either party adversely affected by the decision of the Affirmative Action Officer shall have the right to an appeal. The appeal shall be filed with the Affirmative Action Office. The appeal shall be heard by a hearing body composed of three (3) members of the University community appointed by the president. The chair of the committee shall be designated by the president. The president shall appoint a committee within 14 calendar days* after receipt of the appeal. The President may extend the time for good cause showing.**

The committee shall develop its rules of procedure which will include as a minimum the following rights:

1. Any hearing at this stage will be de novo.
2. The appellant has thirty calendar days* to appeal the written decision. The appellant shall set forth the grounds for the appeal in writing. Three days shall be added to the thirty days if the Affirmative Action Officer mails the decision. The president may extend the time for good cause showing.**

If the person adversely affected by the Affirmative Action Officer's decision allows the time limit to elapse, the decision shall be final.

3. The person charged shall submit a written response to the Affirmative Action Office within twenty calendar days* after the charge is mailed to him/her. The chair of the committee may extend the time for good cause showing.**
4. Each party shall have the right to be represented by counsel.
5. Each party shall have the right to produce witnesses and to cross-examine witnesses presented against them.
6. As a general practice, the committee will not be obligated to conform to technical rules of evidence.
7. The burden of proof shall be on the appellant.
8. A record of the proceedings shall be retained by electronic and/or stenographic recording.
9. The decision shall include a brief statement of the factual situation, the question presented, and the decision of the hearing body.
10. The rules of procedure which may be developed by the hearing body shall be consistent with due process under the circumstances of the case.

The decision of the hearing body shall be in the form of a recommendation to the president of the University. The president shall act upon the recommendation within thirty (30) calendar days*. The president may extend the time for good cause showing.** The decision of the president shall be made a part of the record. However, should the president believe it is necessary to request additional information this may be done in whatever form the president seeks to adopt. For example, the president may give specific instructions to or ask specific questions of the hearing body or the Affirmative Action Officer. These examples are not intended to be all inclusive.

The decision of the president shall be final save and except as an appeal to the Board of Regents may be mandated by law.

This grievance procedure is designed for complaints with respect to discrimination and affirmative action. This procedure shall supersede any other grievance mechanism now having jurisdiction over discrimination and affirmative action, save and except as the question of discrimination and affirmative action may constitute a part, but only a part, of grievances or complaints filed before other hearing bodies within the University. In these latter cases, the proceedings before the hearing body shall be suspended until matters of discrimination and affirmative action have been decided in accordance with the procedure mandated by this statement.

This grievance procedure shall not be used for student versus student, non-employment relationships. A student versus student, non-employment grievance will be handled by other established mechanisms.

* The last day of the period so computed is to be included, unless it is a Saturday, a Sunday or a MSU holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday or a MSU holiday.

** Good cause showing shall include but not be limited to such things as illness, death within the family, absence from the University or the Commonwealth, and any other circumstances which will constitute undue hardship upon that person who may want to respond or who is required to respond.

XV. GRIEVANCE PROCEDURES

Murray State University commits itself to investigating and determining all employee grievances or claims alleging discrimination.

Procedures

- A. Any employee or non-employee alleging a discriminatory act may formally make a complaint by preparing a written explanation of the complaint and the relief that is necessary to satisfy the complaint;
- B. The written explanation and relief sought is then sent to the University's Affirmative Action Office;
- C. The Affirmative Action Officer will promptly meet with the aggrieved party to gather investigatory information;
- D. Next, a meeting will be held with both parties in an attempt to resolve the complaint in an informal manner;
- E. If the Affirmative Action Officer is unable to resolve the matter in an informal fashion, then, in such event, the Affirmative Action Officer will make a formal decision. The formal decision may include corrective action which the Affirmative Action Officer believes to be necessary and justified by the complaint.
- F. A copy of this decision shall be forwarded to the President of the University and to all interested parties.

Either party adversely affected by the decision of the Affirmative Action Officer shall have the right to an appeal. The appeal shall be heard by a hearing body composed of three (3) members of the University community appointed by the President, one of whom will be appointed Chair of the Committee by the President. This body shall develop its rules of procedure which will include as a minimum the following rights which are believed to be consistent with the requirement for due process:

- A. Each party shall have the right to be represented by counsel.
- B. Each party shall have the right to produce witnesses and to cross-examine witnesses presented against them.
- C. A record of the proceedings shall be retained either by electronic or stenographic recording.

- D. The decision shall include a brief statement of the factual situation, the question presented, and the decision of the hearing body.
- E. The decision of the hearing body shall be in the form of a recommendation to the President of the University. The decision of the President shall be made a part of the record; however, should the President feel it necessary to request additional information this may be done in whatever form the President seeks to adopt. (It may be referred back to the hearing body with specific instructions, or to the Affirmative Action Officer for purposes of answering specific questions which the President feels to be necessary in order to make a judgment in the case.) The decision of the President shall be final save and except as an appeal to the Board of Regents may be mandated by law.
- F. The rules of procedure which may be developed by the hearing body shall assure to all parties that process which is due under the circumstances of the case.

This grievance procedure is designed for complaints with respect to discrimination and affirmative action. This procedure shall supersede any other grievance mechanism now having jurisdiction over discrimination and affirmative action, save and except as the question of discrimination and affirmative action may constitute a part, but only a part, of grievances or complaints filed before other hearing bodies within the University. In these latter cases, the proceedings before the hearing body shall be suspended until matters of discrimination and affirmative action have been decided in accordance with the procedure mandated by this statement.

Attention is directed to the current effort to revise the governance structure. At such time as this revision is completed, the grievance procedure shall be appropriately integrated.

MURRAY STATE UNIVERSITY
TENTATIVE FUNDING PRIORITIES
APPROVED BY BOARD OF REGENTS
FY 1991-92 BUDGET
February 2, 1991

POTENTIAL SOURCES OF REVENUE

Scheduled Increase in State Appropriation

Appropriation Revenue Increase: \$2,573,200

Projected Tuition Increase - Based on scheduled tuition rate increase applied to a projected enrollment decrease of three percent

Tuition Revenue Increase: 900,200

TOTAL PROJECTED REVENUE INCREMENT: \$3,473,400

SALARY INCREASES

Base Percentage Salary Increase - The percentage increase funded through the state's biennial budget process

Five Percent + Associated Fringes: \$1,598,346

Benchmark Salary Increase - An additional percentage increase passed by the Murray State University Board of Regents to meet benchmark salary levels for faculty and staff

Additional Two Percent + Associated Fringes: 639,338

SUBTOTAL - SALARY INCREASES: \$2,237,684

MSU TENTATIVE FUNDING PRIORITIES FY 1991-92
APPROVED BY BOARD OF REGENTS
FEBRUARY 2, 1991 - PAGE 2

SALARY AND WAGE ENHANCEMENTS

Minimum Wage Enhancement - To bring students and other affected employees to new federal minimum wage guidelines

Salary Base	\$3,243,763	
Percentage Increase	<u>8.6%</u>	
Total Cost:		\$279,813

Promotion Stipends - Additions to faculty members' salaries based on their advancement

Salaries	\$39,000	
Associated Fringes	<u>8,190</u>	
Total Cost:		47,190

Reclassifications - Additions to staff members' salaries based on re-evaluation of their duties and responsibilities

Salaries	\$48,000	
Associated Fringes	<u>7,057</u>	
Total Cost:		55,057

Poverty Level Enhancement for Staff - Increases in some full-time staff members' salaries to ensure they are above the federal poverty level

Salaries	\$50,000	
Associated Fringes	<u>7,351</u>	
Total Cost:		\$57,351

Adjustment Pool for Full Professors and other ranks - Additional funding to increase Full Professors and other ranks at a faster rate to benchmark levels

Salaries	\$100,000	
Associated Fringes	<u>21,000</u>	
Total Cost:		<u>121,000</u>

SUBTOTAL - SALARY AND WAGE ENHANCEMENTS		\$560,411
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MSU TENTATIVE FUNDING PRIORITIES FY 1991-92
APPROVED BY BOARD OF REGENTS
FEBRUARY 2, 1991 - PAGE 3

BUDGET ADJUSTMENTS AND FIXED COSTS

Technical Budget Adjustments - Increases in funding to meet minimum funding levels associated with the new fiscal year, including:

- Fringe Benefit Increases

Health Insurance:	\$495,000
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- Revenue Adjustments

B V C	\$55,000	
Course Fee Adjustments	<u>40,000</u>	
Total Cost:		95,000

Bad Debt Expense - Increased allocation for uncollectables as recommended by auditors

Total Cost:	35,000
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Existing Debt Service - Realize additional costs of existing bond obligations

Total Cost:	25,000
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SUBTOTAL - BUDGET ADJUSTMENTS AND FIXED COSTS	\$650,000
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MSU TENTATIVE FUNDING PRIORITIES FY 1991-92
APPROVED BY BOARD OF REGENTS
FEBRUARY 2, 1991 - PAGE 4

NEW POSITIONS

Industry & Technology Building - Additional positions budgeted for full year

Five Custodians @ \$5,063	\$25,315	
Two Technicians	<u>15,839</u>	
Total Salaries	41,154	
Associated Fringes	<u>14,615</u>	
Total Cost:		\$55,769

Hazardous Material Safety Program - To meet new federal safety requirements

Assistant Director (additional duties)	\$11,000	
Secretary	14,303	
Coordinator (additional half-year)	<u>18,068</u>	
Total Salary	43,371	
Associated Fringes	<u>11,982</u>	
Total Cost:		<u>55,353</u>

SUBTOTAL - NEW POSITIONS	\$111,122
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GRAND TOTAL FOR ALL APPROVED FY 1991-92 EXPENDITURES:	\$3,559,217
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<u>DEFICIT TO BE FUNDED</u>	\$85,817
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MURRAY STATE UNIVERSITY
TENTATIVE FUNDING PRIORITIES
APPROVED BY BOARD OF REGENTS
FY 1991-92 BUDGET
Revised March 2, 1991

POTENTIAL SOURCES OF REVENUE

Scheduled Increase in State Appropriation

Appropriation Revenue Increase: **\$2,573,200**

Projected Tuition Increase - Based on scheduled tuition rate increase applied to a projected enrollment decrease of two percent

Tuition Revenue Increase: **1,080,800**

TOTAL PROJECTED REVENUE INCREMENT: **\$3,654,000**

SALARY INCREASES

Base Percentage Salary Increase - The percentage increase funded through the state's biennial budget process

Five Percent + Associated Fringes: **\$1,598,346**

Benchmark Salary Increase - An additional percentage increase passed by the Murray State University Board of Regents to meet benchmark salary levels for faculty and staff

Additional Two Percent + Associated Fringes: **639,338**

SUBTOTAL - SALARY INCREASES: **\$2,237,684**

SALARY AND WAGE ENHANCEMENTS

Minimum Wage Enhancement - To bring students and other affected employees to new federal minimum wage guidelines

Salary Base	\$3,243,763	
Percentage Increase	<u>8.6%</u>	
Total Cost:		\$279,813

Promotion Stipends - Additions to faculty members' salaries based on their advancement

Salaries	\$39,000	
Associated Fringes	<u>8,190</u>	
Total Cost:		47,190

Reclassifications - Additions to staff members' salaries based on re-evaluation of their duties and responsibilities

Salaries	\$48,000	
Associated Fringes	<u>7,057</u>	
Total Cost:		55,057

Poverty Level Enhancement for Staff - Increases in some full-time staff members' salaries to ensure they are above the federal poverty level

Salaries	\$50,000	
Associated Fringes	<u>7,351</u>	
Total Cost:		\$57,351

Adjustment Pool for Full Professors and other ranks - Additional funding to increase Full Professors and other ranks at a faster rate to benchmark levels

Salaries	\$100,000	
Associated Fringes	<u>21,000</u>	
Total Cost:		<u>121,000</u>

SUBTOTAL - SALARY AND WAGE ENHANCEMENTS \$560,411

BUDGET ADJUSTMENTS AND FIXED COSTS

Technical Budget Adjustments - Increases in funding to meet minimum funding levels associated with the new fiscal year, including:

- Fringe Benefit Increases

Health Insurance:	\$360,000
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- Revenue Adjustments

B V C	\$55,000	
Course Fee Adjustments	<u>40,000</u>	
Total Cost:		95,000

Bad Debt Expense - Increased allocation for uncollectables as recommended by auditors

Total Cost:	35,000
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Existing Debt Service - Realize additional costs of existing bond obligations

Total Cost:	25,000
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New Debt Service - Project additional costs or appropriation lapse for new bonds not brokered at this time

Total Cost:	<u>453,100</u>
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SUBTOTAL - BUDGET ADJUSTMENTS AND FIXED COSTS	\$968,100
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MSU TENTATIVE FUNDING PRIORITIES FY 1991-92
APPROVED BY BOARD OF REGENTS - March 2, 1991
PAGE 4

NEW POSITIONS

Industry & Technology Building - Additional positions budgeted for full year

Five Custodians @ \$5,063	\$25,315	
Two Technicians	<u>15,839</u>	
Total Salaries	41,154	
Associated Fringes	<u>14,615</u>	
Total Cost:		\$55,769

Hazardous Material Safety Program - To meet new federal safety requirements

Assistant Director (additional duties)	\$11,000	
Secretary	14,303	
Coordinator (additional half-year)	<u>18,068</u>	
Total Salary	43,371	
Associated Fringes	<u>11,982</u>	
Total Cost:		<u>55,353</u>

SUBTOTAL - NEW POSITIONS	\$111,122
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GRAND TOTAL FOR ALL APPROVED FY 1991-92 EXPENDITURES:	\$3,877,317
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<u>DEFICIT TO BE FUNDED</u>	\$223,317
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MURRAY STATE UNIVERSITY
ADDITIONAL FUNDING PRIORITIES
(PERMANENT ITEMS)
FY 1991-92 BUDGET
March 2, 1991

Permanent Items Funded Through Reallocation - These items will be funded through Unappropriated Surplus and Reallocation Pool.

New Faculty

Foreign Languages (One Position)	\$27,500	
JRTV (Part-Funded One Position)	13,500	
Occup. Safety & Health (One Position)	44,000	
English (Six Visiting .50/time Lecturers)	<u>40,000</u>	
Total Salaries	125,000	
Associated Fringes	<u>25,200</u>	
Total Cost:		\$150,200

Associate Vice President for Student Affairs

Salaries	\$55,000	
Associated Fringes	<u>14,016</u>	
Total Cost:		69,016

Support for Student Teaching Placement

Total Cost:		<u>8,750</u>
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Total Funded Through Reallocation:	\$227,966
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MURRAY STATE UNIVERSITY

ADDITIONAL FUNDING PRIORITIES (PERMANENT ITEMS)

March 2, 1991 - Page 2

Permanent Items Deferred for Further Consideration

Administrative Assistant to the President

Salaries (Two Positions)	\$60,000	
Associated Fringes	<u>14,105</u>	
Total Cost:		\$74,105

Graduate Assistant Stipends - Increased funding for Graduate Assistants

Total Cost:		215,600
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Degree Completion Adjustments - to cover PhD differential

Salaries	20,000	
Associated Fringes	<u>4,204</u>	
Total Cost:		24,204

Music - Addition to operating expense budget

Total Cost:		5,000
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Education Reform (Awaiting legislative directive)

Faculty (Four Positions)	120,500	
Clerical Staff (One Position)	11,800	
Advisor Staff (One Position)	<u>20,000</u>	
Total Salaries	152,300	
Associated Fringes	44,700	
Lab Sites at Local Schools	<u>3,000</u>	
Total Cost:		200,000

MURRAY STATE UNIVERSITY

ADDITIONAL FUNDING PRIORITIES (PERMANENT ITEMS)

March 2, 1991 - Page 3

Academic Program Enhancements

HST Computer Labs	5,000	
International Scholarships	5,000	
CIP Faculty Replacements	6,000	
Post Season Forensics	5,000	
Honors Program	7,000	
Japanese Language Program	5,000	
Teaching Forums	7,500	
Academic Team	<u>6,500</u>	
Total Cost:		47,000

Legal Services - Increase Assistant to University General Counsel to full-time

Salaries	\$20,000	
Associated Fringes	<u>5,440</u>	
Total Cost:		25,440

Interactive Television - Telecommunications line charge

Total Cost:		84,000
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Registrar - Increase database position to full-time

Salaries	6,500	
Associated Fringes	<u>2,600</u>	
Total Cost:		9,100

MURRAY STATE UNIVERSITY

ADDITIONAL FUNDING PRIORITIES (PERMANENT ITEMS)

March 2, 1991 - Page 4

Athletic Fifth Year Scholarships - Financial assistance for athletes for an additional year beyond their athletic scholarships

Total Cost: 126,000

Staff Professional Development - Increase Employee Scholarship account

Total Cost: 20,000

Hazardous Duty Retirement Enhancement for Public Safety

Total Cost: 20,000

Exposition Center - Additional Maintenance Costs

Total Cost: 25,000

Total Deferred Permanent Items: \$875,499

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MURRAY STATE UNIVERSITY
ADDITIONAL FUNDING PRIORITIES
(SINGLE-YEAR ITEMS)
FY 1991-92 BUDGET
March 2, 1991

Funded From Single-Year Sources - These items will be funded immediately on a one-time basis from FY 1990-91 contingency funds.

Accreditation - NCATE Visit

Review Support	\$12,900	
Team Travel and Visitation	<u>12,000</u>	
Total Cost:		24,900

Committee for Institutional Study & Research (CISR)

Presidential Research Fellow (One Position)	7,500	
Operating Expenditures	<u>5,000</u>	
Total Cost:		12,500

Department of Music - Keyboard Laboratory

Total Cost:		20,000
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Center for International Programs

Coordinator (Half-Time Position)	15,000	
Associated Fringes	<u>4,400</u>	
Total Cost:		19,400

Renovation of Special Education Classroom

Total Cost:		<u>27,000</u>
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Total Funded from Single Year Sources:		\$103,800
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MURRAY STATE UNIVERSITY
ADDITIONAL FUNDING PRIORITIES (SINGLE-YEAR ITEMS)
March 2, 1991 - Page 2

Single-Year Items Deferred for Further Consideration - These items may be funded at FY 1990-91 Year-End or next fiscal year as resources allow.

Library Enhancement - On-line computer system

Total Cost: \$250,000

(Amortized Cost per Year on Five-Year Basis: \$61,390)

Fort Campbell

Total Cost: 233,250

(This amount may change depending on the deployment of the 101st Airborne troops from Fort Campbell)

BVC/Seaboard Farms

Salaries (One Position)	\$17,498	
Associated Fringes	6,128	
Operating Expenses	<u>21,937</u>	
Total Cost:		45,563

(State commitment is to be funded from state appropriations beginning with the FY 1992-94 Biennial Budget.)

Interactive Television

Total Cost: 500,000

(Amortized cost per year on a Five-Year Basis: \$122,760. Grants and additional state funding are being sought to cover these costs.)

MURRAY STATE UNIVERSITY
ADDITIONAL FUNDING PRIORITIES (SINGLE-YEAR ITEMS)
March 2, 1991 - Page 3

SACS Self-Study Requirements

Salaries (Two Part-Time Positions)	25,000	
Associated Fringes	5,865	
Operating Expenditures	<u>1,000</u>	
Total Cost:		31,865

Employment Institute

Total Cost:	<u>35,000</u>
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(The possibility of a joint cooperative program with Murray-Calloway County Hospital is currently under review.)

Total Single-Year Items Deferred: \$1,095,678

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